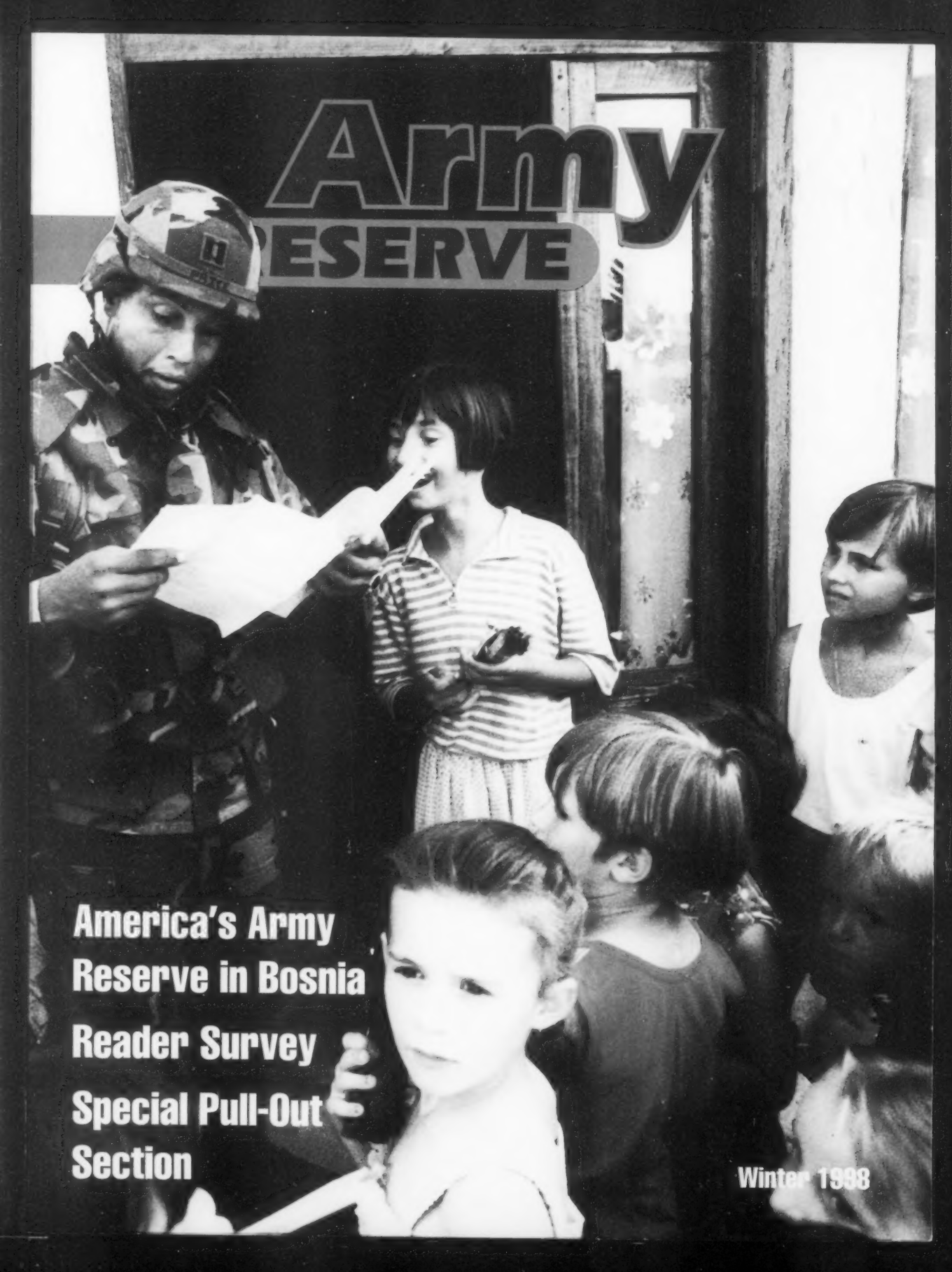
Army
RESERVE
America's Army Reserve in Bosnia
Reader Survey
Special Pull-Out Section
Winter 1998

Maj. Gen. Max Baratz

From the Chief, Army Reserve

90 years and we're still going strong

I am pleased to be Chief of the Army Reserve as the USAR marks 90 years of superior service to this great nation.

The most significant change I've seen during my career in the Army Reserve is the relevance of the Army Reserve and how it's been restructured. With the demise of the former Soviet Union and the appropriate downsizing of all military forces and closer integration among forces, the Army Reserve has transformed itself into a force that is primarily combat service support, combat support to a lesser degree. This has given the Army Reserve genuine relevance.

During Desert Shield and Desert Storm, a large number of Reserve units flowed into the maneuver box — what we would call Saudi Arabia, Iraq and Kuwait. In Joint Endeavor/Guard, large numbers of Reserve units have flowed again because we have a number of high-priority units. Ninety-two percent of the Army Reserve is in the two MTW (major theater of war) warfight. That's something to be proud of.

The best thing about the Army Reserve is the soldiers. We are blessed with good Americans. I always feel proud when I see our soldiers, whether they're deployed or whether they're on annual training or whether they're doing IDT. America has a right to be proud of its Army Reserve because they do good. They do good because they want to and because we're a 100 percent volunteer force.

We've sustained a quality Army Reserve for the past 90 years. We will be a viable force for the next 90 years. The Army Reserve is a federal force. It has clear core competencies in CSS and CS above division, plus clear competencies in force projection and RSOI (Reception Staging Onward Movement Integration, a process that gets soldiers and materiel to the battlefield). As long as the Army Reserve remains flexible and capable of changing its structure, we will be a viable force. We will not be the same force. We'll be more integrated with the active component. We will have new missions that we've never even thought of today.

Our bottom line will always be the same — that we come to the protection of the United States. It won't change in the next 90 years anymore than it's changed in the past 90.

I want to personally thank the soldiers, officers, NCOs and civilians inside the Army Reserve. You have a right to be proud.

From the Command Sergeant Major

You're making history for the USAR

People are astounded when I tell them that the U.S. Army Reserve will celebrate its 90th anniversary on April 23.

"Twice the Citizen, A History of the U.S. Army Reserve, 1908-1995" is no doubt the authoritative book on the Army Reserve. The jacket cover best describes our beginning: "The United States Army Reserve originated ... (as) the result of lessons learned from the Spanish-American War and the realization that the Regular Army could not provide enough medical personnel to take care of needs of an expanded wartime force.

"Its beginnings were quite modest: commissions as first lieutenants were initially given to 160 Army contract physicians who became the first members of the federal reserve corps. From that small beginning has grown the modern-day Army Reserve of thousands of units and hundreds of thousands of well-trained men and women."

My own association with the Army Reserve covers one-third of its history. I joined my first Reserve unit in 1967 in Oswego, N.Y. My first few drills were not what I had expected. I was not sure I had made the right choice. But, like all good things, something happens to make that choice worthwhile. Mine came in the form of 1st Sgt. Walt Brown. He was a man of character, integrity, and above all, he was an NCO you could emulate. The sorry part is I don't ever think I told Walt Brown how much he inspired me and that he was the reason I stayed. Through all the turmoil of those early years, you could always see the steadfast Walt Brown leading the way.

We have all had a squad leader, platoon sergeant, captain or major like Brown. Probably more often than not, we have not told them how much they did for us or how much they meant to our Army ... how much they did to make us what we are today, a ready and relevant force of citizen-soldiers.

Then there are people like the Mayo brothers of the famous clinic, Charles and William, who both attained the rank of brigadier general. And Medal of Honor recipients Capt. Eddie Rickenbacker, Col. Charles Lindbergh, Brig. Gen. Theodore Roosevelt Jr., Maj. Gen. William "Wild Bill" Donovan and Sgt. Hiroshi Miyamura.

CSM John Rucynski

President Harry Truman drew an Army Reserve retirement check for his service after being commander in chief. All these great Americans were members of the Army Reserve.

The U.S. Army Reserve has always had great Americans in it. Each of you serving today represents the heritage, honor and traditions of 90 years of service to our nation. You may not be a Medal of Honor recipient, or fly solo over the Atlantic, or be president, but each of you is making history in the nation's first and oldest federal Reserve force. You are the foundation of the U.S. Army Reserve.

The key to our success in the last 90 years has been "we" and "us," not "I" or "me." Teamwork is our watchword. Together we have overcome many obstacles and written a proud history, one of always accomplishing the mission. America's Army Reserve will continue to be a reliable and relevant force as future volumes of history are written but for one reason — you, the people who serve in it. You are America's Army. Be proud of it.

To you who serve — soldiers, family members, civilians and employers — Happy 90th Anniversary.

Army Reserve Magazine

Since 1954. America's largest circulating military magazine.

Maj. Gen. Max Baratz, Chief, USAR
Lt. Col. James Allen, Chief, Public Affairs

Capt. Cheryl Phillips, Editor-in-Chief

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Contents

Winter 1998 **Volume 43, Number 3**

News

4 ELDN

Features

12 Mission: Give happiness
13 Neither rain, sleet
14 Civil Affairs on the front line
16 MPs deploy to Bosnia
23 Boy Scout Jamboree
23 State-of-art truck
26 Soldiers' field of dreams
27 We're havin' a party
28 Generations unite
29 Building strength

Training

7 Operation Sealift
8 Taking the plunge
9 Let there be light
10 One team
17 Mass casualty exercise
18 Troop construction projects
19 Move 'em out
20 Navigating the desert
21 Splash
21 Engineers crush rock
22 Eastern Castle '97

Departments

2 From the Chief
2 From the CSM
5 News Update
24 People
30 Mailcall

Pages 12-16

Page 8

Page 10

Front cover. **Capt. Michael Price, a Reserve Civil Affairs officer from Guardian Camp takes a crack at learning the Bosnian language with some children at the Zivinice Day Care Center. (Photo by SFC Mark Martello)**
Back cover. **Mary Jurgens, Orange Lake Auxillary Post 10733, shows her patriotism during the hometown farewell ceremony for the 351st Military Police Company, that left Ocala, Fla., Aug. 21. (Photo by Sgt. Maj. Mary Starmer)**

LEADERSHIP

ELDN addresses key issues

FORT LEAVENWORTH, Kan. — NCOs now have a formal way to raise leader development issues within the NCO corps.

It's the new Enlisted Leader Development Network — or ELDN — process created by the Leader Development Office of the Center for Army Leadership here.

The process allows soldiers to bring leadership development issues forward to be discussed or resolved, which hasn't always been easy in the past.

Sgt. Maj. George Jessen of CAL at the Command and General Staff College here said the previous process wasn't user friendly: "An issue would come into a MACOM ... we found it a problem for soldiers to get an issue to this level. In some cases we're talking about going from the soldier to a four-star level."

The ELDN process has five steps: receive the issue; assign the lead and assist agencies; post the ELDN Home Page; brief the sergeants major; and log the issue into the Leader Development Support System.

The ELDN process addresses three areas — institutional training, operational assignments and self-development. The process isn't designed to tackle personal or chain of command problems, but rather leader development issues that affect the NCO corps in general.

Entering the ELDN is simple, Jessen said. The address for the Home Page is www-cgsc.army.mil/cgsc/cal/eldn/eldnfr.htm

Once on the Home Page, the visitor is asked to provide information.

"The individual will give us his or her name, organization, phone number and e-mail address. The individual should state the problem, explain why it should be changed and propose a solution," Jessen said.

"Leader development issues may be initiated from an individual in the field, from attendees at a conference ... they can even be from individuals discussing an issue over coffee," he said.

The person who initiates the issue doesn't have to be an NCO, even though the network addresses NCO leadership concerns.

Issues may also be submitted via e-mail at eldn@leav-emh.army.mil; through the mail by writing Command and General Staff College, Center for Army Leadership, Eisenhower Hall, Bldg. 120, Room 151, 250 Gibbon Ave., Fort Leavenworth, KS 66027-2314; or phone by calling commercial (913) 758-3217, DSN 585-3217.

Once received, the issue is reviewed to ensure it is a bona fide leader development issue, then logged. The review includes determining a lead and assist agency. Tasked through the Sergeant Major of the Army, the agencies' job is to assess the issue, draft the recommendation, identify points of contact, establish milestones and completion dates, identify resources, track discussions, develop courses of action, report status to the CAL proponent office, and assist in briefing the Enlisted Leaders Development Council — or ELDC.

Jessen gave an example of how the lead and assist agencies are designated. "An issue might involve one of the TRADOC schools. The proponent sergeant major for the school becomes the lead agent, but he may need assistance from TRADOC, especially if the issue involves changing allotted time on a program of instruction.

"The command sergeant major of TRADOC then becomes the assist agent. The issue is sent to the field for discussion among senior sergeants major and command sergeants major," he said.

A lot of the assessment comes directly from the individual initiating the issue, but that likely isn't enough. So this is where the lead agency would further review the resource implications and the completion standard, or goal. The lead and assist agencies would also use comments and recommendations gleaned from the sergeants major in the field to develop the assessment.

The next step is for the CAL sergeant major to personally brief the members of the ELDC. This is done semi-annually or as the SMA directs. Jessen said the council is briefed on the status of all issues. The briefing is prepared with the assistance of the lead action agency.

Each member of the ELDC is given a read-ahead packet of the issues prior to the briefing with the understanding that the sergeants major council member will get together with his or her commander.

"This is important because the sergeants major must know their commander's intent and have support on the issue so the right decision is made when the council meets," Jessen said. "At briefing time we will come to resolution on an issue."

He said although there will be some discussion, the briefing is time for decisions.

"The council will determine whether further assessment is needed on an issue, whether an issue is resolved, or whether it will enter the Leader Development Support System because the issue can't be resolved at council level," Jessen said.

The issues that enter the LDSS "are issues that we strongly recommend, we want to have and we're behind, but because they involve dollars or manpower, they have to go to the Chief of Staff of the Army for approval. The LDSS is the process for accomplishing that," Jessen said.

He explained the format used for the LDSS is the same one used in the ELDN process. If the issue has major resource implications or requires policy changes, it's ready to formally enter the LDSS.

To ensure the ELDN loop is closed, the individual who originally brought up the issue is notified when an issue is complete. The information is also posted to the ELDN Home Page.

Jessen said the beauty of the ELDN process is that it eliminates the redundancy of issues being raised again and again at meetings and conferences, and establishes a one-source list of all issues and their status.

Most importantly, "We spend the dime and save the dollar by giving NCOs the opportunity to resolve issues quicker at the lowest level, and with the greatest return for them and the soldiers they lead throughout all of America's Army," Jessen said.

Mobilization insurance killed

WASHINGTON — Eligible Reservists will continue to receive insurance benefits as part of the 1998 Defense Authorization Act President Clinton signed Nov. 18.

The authorization act kills the Ready Reserve Mobilization Income Insurance Program.

The act ensures those enrolled Reservists currently mobilized or on orders for mobilization continue to receive insurance benefits. Also, Reservists issued alert notices qualify for the full benefit.

The law requires that all enrollments end and that insurance coverage and premium payments, except for Reservists on covered service or those who have orders to covered service on Nov. 18, be terminated as of that date.

Reservists who have paid premiums for coverage on or after Nov. 18 will be refunded any advance payments made for this period. The Defense Finance and Accounting Service will process these premium refunds expeditiously.

Current assets in the insurance fund are insufficient to meet the full amount of future monthly benefit payments until Congress acts on a pending request to reprogram funds from other DoD accounts. Until then, benefits will continue to be prorated at 5 percent of the monthly benefit amount. Once funds are available, full back payments will be made to all members.

All benefits received under the RRMIIP are considered taxable income and must be included in a member's tax return for the year in which such benefits are received. Consult your personal tax adviser if you have specific questions about tax implications.

DoD officials said the insurance program was a good idea and they would like to pursue a similar program in the future.

News Update

Dental benefits

ST. LOUIS — Drilling Reservists have a new health benefit that began Oct. 1 — dental insurance.

The voluntary TRICARE Selected Reserve Dental Program offers basic dental services to enrollees, with a monthly premium of $4.36.

Enrollees receive covered diagnostic, preventive and emergency services, with no additional out-of-pocket costs. For covered restorative services, E-4s and below pay a 10 percent cost-share; E-5s and above, 20 percent. For covered oral surgery, E-4s and below pay a 30 percent cost-share; E-5s and above, 40 percent. There is no deductible for TSRDP, but the maximum benefit available is $1,000 per enrollment year for covered services.

Dental coverage is available in the 50 states, the District of Columbia, Guam, Puerto Rico and the U.S. Virgin Islands.

Active Guard Reserve and Selected Reserve members on extended active duty (beyond 30 days), active-duty members, retired members, members of the Standby Reserve, Retired Reserve, Individual Ready Reserve and family members are not eligible for this plan. The plan also is not available to Reservists living in Europe, Asia or areas outside the locations listed above.

To enroll, Reservists must send a completed and signed enrollment form and check for $17.44 to Humana. The prepayment ensures continuous coverage by paying the premium for those months (up to four) when a Reservist fails to earn drill pay. A signature authorizes payroll deduction of the premium from monthly Reserve drill pay.

Members must enroll for an initial 12-month period, and have at least 12 months of service remaining from the time of enrollment. After the initial period, Reservists may remain enrolled month to month.

The completed application and premium prepayment must be received by Humana by the 20th day of the month for coverage to begin on the first day of the next month.

Coverage ends if the Reservist is called to active duty for 30 days or more. Reservists may re-enroll in TSRDP when the active-duty period ends.

Call Humana at (800) 211-3614 weekdays, 8 a.m. to 6 p.m. EST, for an enrollment packet and more information.

Correction

The following points clarify the article "Understanding the USERRA" (Fall 1997).

First, vacation time normally does not accrue while Reservists are on active duty. Vacation rights are not earned unless they are for work actually done. Since they are not merely a prerequisite of seniority, they must fall under "other benefits." Hence, Reservists would only get vacation time accrual if that is a company benefit given to other employees on extended furlough or excused absence, or a collective bargaining agreement did not require actual work to be performed.

Second, an employer may never require a Reservist to use earned vacation to cover military absences.

Third, the article incorrectly implied that most temporary employees are covered by USERRA. If the temporary employment has a "reasonable expectation of indefinite continuation," or is for a "significant period," USERRA applies. If the temporary employment is for a "brief, non-recurring period," it does not apply. Generaly, federal employees in a temporary employment status are considered hired for a "brief, non-recurring period," and thus not covered by USERRA. Typical temporary employees covered are those in temporary jobs that last longer than an activation period, such as those with recurring seasonal positions.

Finally, employees who are activated for more than 180 days must submit their reemployment application within 90 days of their release. Also, activated employees injured on active duty have until they have recuperated, up to two years, to report back to their employer.

For more information, contact your command Judge Advocate, or the National Committee for Employer Support of the Guard and Reserve at (800) 336-4590. NCESGR's Web site is www.ncesgr.osd.mil

Locator service eliminated

ST. LOUIS — To improve other servicesπ, the retiree locator service was discontinued Oct. 1 at the U.S. Army Reserve Personnel Command here.

The AR-PERSCOM Soldier and Family Support Directorate ended this mail forwarding which allowed Army retirees to contact fellow ex-soldiers.

The service was discontinued because of the enormous number of hours spent processing requests. This will give AR-PERSCOM employees more time to work with the individual soldiers they manage, resulting in better service.

Requests for locator services will be returned to the sender with a letter explaining the discontinuation and will contain alternate sources for information. These are:

- Army Separatee and Retiree Locator, National Personnel Records Center, 9700 Page Ave., St. Louis, MO 63132-5100.
- Internal Revenue Service Disclosure Office — Call the IRS Customer Service Office at (800) 829-1040 for the nearest IRS Disclosure Office.
- Veterans Administration, Records Processing Center, P.O. Box 5020, St. Louis, MO 63115. This service can locate retirees who have filed a VA claim.

Employers honored

WASHINGTON — Secretary of Defense William Cohen presented the National Freedom Award to Edward Malzahn, president of Charles Machine Works, on Nov. 5 during a Pentagon ceremony.

The Oklahoma-based company produces underground construction equipment. It employs 16 Reservists and a retired Reservist. The company spent more than $80,000 for materials and labor to refurbish its local National Guard Armory. The company also covers the difference between Reservists' military and civilian salaries and provides continuing company retirement and life insurance coverage while employees are mobilized or in training.

This award recognizes the significant contributions and sacrifices made by employers of Reserve and National Guard members. It is sponsored by the National Committee for Employer Support of the Guard and Reserve.

Regional Employer Support Freedom Awards also were presented to Fred Meyer, Inc., Portland, a food and general merchandise retailer; ENTEC Services, Inc., Peoria, Ill., a ventilating and air conditioning company; East Penn Manufacturing Company, Lyon Station, Pa., a battery manufacturer; and the southeastern division of The Home Depot, Tampa, Fla., a home products retailer.

Ceremony OK'd for Reservists

ST. LOUIS — Qualifying Reserve Component soldiers who want to celebrate their retirement can now do so with family, friends and fellow soldiers in the area in which they live.

A pending change to Army regulations authorizes non-unit RC members to participate in retirement ceremonies at active Army commands and installations.

RC soldiers must meet two guidelines to be eligible. First, the soldier must have been notified of eligibility for nonregular retirement pay at age 60. Second, the soldier must have official orders for transfer to the Retired Reserve.

Active Army installations that do not provide a postwide retirement ceremony are not required to provide a separate ceremony for retiring RC soldiers. Army Reservists will be supported by their nearest Regional Support Command.

'Twice the Citizen'

The new edition of "Twice the Citizen, A History of the U.S. Army Reserve," is available.

The new edition brings the history forward to 1995. It covers the Army Reserve's role in Operation Just Cause (Panama), Operations Desert Shield/Storm (Southwest Asia), Provide Comfort (Kurdish refugee relief), Uphold Democracy (Haiti) and Joint Endeavor/Guard (Bosnia), plus other recent issues faced by the Army Reserve.

"Twice the Citizen, A History of the U.S. Army Reserve, 1908-1995" is available as DA Pam 140-14 through normal distribution channels.

Retention online

Here's a new Web site to check out: www.usarc.army.mil/retn/index.htm

It's the U.S. Army Reserve Retention Web site. It features information from the U.S. Army Reserve Command Retention Office staff, USARC major subordinate commands and USARC education services.

You also can download samples of a welcome letter, retention NCO job description, retention roster, unit retention standard operating procedures, and a program to compute retirement pay.

Drug awareness award

WASHINGTON — The 63rd Regional Support Command was a winner of the seventh Secretary of Defense Community Drug Awareness Award presented in October during a Pentagon ceremony.

The Los Alamitos, Calif., command's Youth Demand Reduction Program was started in 1994 as a DoD Pilot Outreach Program and continues as a voluntary undertaking. The program involves a wide variety of activities in support of schools and other community groups, all with the focus of encouraging drug-free lifestyles among the youth of Reserve members and the community.

1997 W-2s

Look for 1997 W-2 tax forms from the Defense Finance and Accounting Office starting the end of January.

DFAS recommends that you review your Leave and Earnings Statement now to verify your corrent mailing address. An incorrect mailing address is the prime cause for late receipt of W-2s.

See your servicing finance office to update your mailing address or for more information.

SFC Katherine Perez

Using a radio, Capt. Steve Delcastillo supervises the loading of a 2-1/2 ton truck.

Soldiers practice ship loading skills

By SFC Katherine Perez

Operation Sealift was a success thanks to the combined efforts of units of the 77th Regional Support Command, Fort Totten, N.Y., and civilian stevedores and longshoremen.

Operation Sealift, held last July at Howland Hook, Staten Island, N.Y., was a mobilization exercise that tested the situations transportation units might encounter if deployed for a real-world mission.

The 24th Military Intelligence Battalion, Staten Island, kicked off phase one of the operation by initiating a recall of soldiers with the necessary job skills to begin the drill.

According to SSgt. Gregory Battle, motor sergeant for Detachment F, 24th MI, about 19 CUCVs, nine 2-1/2-ton trucks and 13 5-ton cargo trucks and expando vans were prepared for this mission.

"Most of the vehicles required minor maintenance, then vehicles were inspected to determine which were ready to go and which were deadlined," he said.

Using the hood of a CUCV covered with several log books as an impromptu desk, Battle controlled all vehicles from eight units needing keys, log books, completed inspection forms and fuel.

Of course, there must be soldiers to inspect, fix and drive the vehicles. 2nd Lt. Daniel Maguire, mobilization officer for Detachment D, 24th MI, learned just how time consuming and detail oriented a mobilization can be.

"A lot of consideration goes into taking care of the soldiers," he said. "Personnel records have to be updated, pay information has to be correct, insurance forms need to be reviewed. There's a lot of significant paperwork involved."

Phase two of the operation introduced the 1179th Deployment Support Brigade, Fort Hamilton, N.Y. SSgt. Derek Meadors, supervisor/coordinator of movement, was on the scene to ensure that a unit is deployable equipment-wise.

"It's our job to make certain all vehicles are prepared correctly, with lifting shackles, tie downs; make sure the bows are removed, etcetera," Meadors shouted above the rumble of revving motors. "We've had some minor problems like a flat tire," he continued, glancing down at his watch as the final vehicles lined up in convoy.

"The movement is on time," he said.

From the 24th MI motorpool, the vehicles left in several convoys to Howland Hook where they came under control of the 1174th Transportation Terminal Battalion, Fort Totten, in phase three.

Here is where the real meat and potatoes of the operation happened — the actual loading of the vehicles onto the ship.

Under summer's first days of blistering sun and stifling humidity, stevedores from Howland Hook wore hard hats and secured cables to trucks that were too large to enter the ramp of the *USNS Denebola*.

Standing at the top of the ramp of the *Denebola* directing vehicles with hand signals was Spc. Bethan Broughton, a member of the terminal section of the 1174th. Her job as part of traffic management was to log in vehicles and place them in proper staging areas, and to direct rolling cargo to the upper or inner decks of the ship to be tied down for shipping.

"Everything must be secured to prevent movement during shipping," Broughton said. "So far the operation has gone well. I learned a lot about mobilization. The most important thing is everyone pulled together to do the job."

Down on the hot tarmac was Capt. Steve Delcastillo, chief of operations for the 1301st Major Port Command, Howland Hook, overseeing the safe loading of the vehicles through the air onto the deck of the huge ship.

"The 1174th is wartraced to us as port operators. We coordinate with the Military Sealift Command, Coast Guard, Howland Hook and the Port Authority police for such a project," Delcastillo said.

He noted that it's important for the longshoremen to work with soldiers to handle future military missions. He gave his Reserve counterparts high praise.

"We received tremendous support from the Reserve Component. We're finally working with our wartrace units," he said.

(Perez is a member of the 77th RSC Public Affairs Office.)

TAKING THE PLUNGE

Divers salvage wrecks in Baltimore Harbor

By Capt. Gary Sheftick

BALTIMORE — The salvage of three sunken watercraft in Baltimore's Inner Harbor may have been the last mission for one of the Army Reserve's two dive teams.

The 949th Transportation Company (Floating Craft), headquartered here, has the only Reserve scuba divers on the East Coast. With the six-man dive section, the unit has taken on such missions as harbor clearance and underwater salvage.

A good example of the divers' skills was the removal of two sunken barges and a shipwreck from Baltimore's Patapsco River in August. The three wrecks were a hazard to navigation and were impeding access to a new quay wall in front of the Baltimore Museum of Industry.

"People don't realize how much benefit we get from this unit," said museum executive director Dennis Zembala.

Soldiers of the 949th operate ocean-going tugboats and barges. Two floating cranes also give the unit the wartime capability to clear harbors and inland waterways of wreckage.

For the Baltimore mission, the divers secured cables and harness straps to two sunken barges and a submerged workboat of 1950s vintage. They also did an underwater survey of a historic oyster gunboat from the 1880s, the *Governor Robert McClane*.

The iron-hulled *McClane* has laid partially submerged in shallow waters near the museum for many years. Much of its hull under the waterline was deteriorated.

Despite work such as this, a recent reorganization of the unit will cut about 100 positions, including the divers.

The 949th divers are the last in the Army Transportation Corps, according to 949th commander Capt. Dave Baldwin. Over the past few years all Army divers were moved to engineer units. But some members of the 949th have not given up hope of keeping the unit's dive team alive.

"The new Force XXI Dive Concept requires two Army Reserve dive teams," said Sgt. Richard Whittingham. The other one is in California.

Dive section NCOIC SFC Gary Capkovic said that salvaging wrecks such as the three here is some of the best training his soldiers can get. He explained that one of the unit's wartime missions is to go into a captured port and remove the sunken landing craft and other obstacles blocking the harbor.

"That's essentially what we're doing here — clearing a harbor," Capkovic said. "We're doing something for the local community, but we get the training.

"There's no better training than this. The coordination among all the parties makes it invaluable. To actually perform the lifts is invaluable. You just can't simulate it."

(Sheftick is with the 1176th Transportation Terminal Brigade, Baltimore.)

USAR photo

The 949th crane lifts a submerged wreck out of Baltimore's Inner Harbor.

SFC Rafael Rovira from Fort Belvoir's DPTMS helps Spc. Charles Hauver, 287th, install wiring in the panel board on the dock.

Sgt. David Schofield, 287th, works on a a fuse disconnect switch. Once installed, this unit acts like a large light switch to allow workers to turn off all electricity running to the dock.

Let there be light

Spc. Paul Flannery, left, and Spc. Mark Barker, with the 287th, work to bring in the main power line.

Story and photos by Eric Bergin

It was a project that seemed to be greater than the assets available to complete it.

The 464th Transportation Company (Medium Boat) and 299th Engineer Company (Medium Bridge) were relocated to an abandoned Coast Guard Pier on the Potomac River at Fort Belvoir, Va. The pier was too short and the site was primitive. There was no running water or electricity.

The boats need block heaters to keep the marine engines from freezing during winter. Block heaters need electricity, but in this case, extension cords won't work. The high electrical load running over water and a 4-foot tide pushed the problem into the "too hard" box.

Also, the bridge company uses the area to launch boats and bridge sections. Recovery in the winter often occurs in darkness, and area lighting would improve safety.

Enter the 287th Engineer Detachment (Power Line) from Attleboro, Mass. These wizards of wire ran electrical power from the installation's power grid onto the pier to service each of the 464th's 16 Landing Craft Medium.

In August the detachment ran $80,000 worth of wire, conduit, breakers and lights into the training area, and 120 volts into the new system. SSgt. Alfred LaVoie nodded wisely as the voltage meter blinked 120 at each junction and switch.

SFC Rafael Rovira, Directorate of Plans, Training, Mobilization and Security, Fort Belvoir, worked closely with the unit and was visibly impressed. "These soldiers know their jobs and are proud of what they do. Their esprit de corps rivals that of any unit I've been assigned to. I would be honored to work with them again," he said.

The 287th saved more than $120,000 on the project.

Besides assisting other Army units, the 287th has helped the Federal Emergency Management Agency with various disasters. Members of the unit went to St. Thomas, Virgin Islands, to help restore power after Hurricane Marilyn in 1996. The unit has also helped bring electrical power to surveillance missions for drug reconnaissance, and have installed vapor lights along the U.S./Mexico border for the U.S. Border Patrol.

This was a win-win project. The two Virginia units got needed support, the Massachusetts detachment got great training, and Fort Belvoir got improved facilities for its Reserve tenants.

(Bergin in a staff member of the Fort Belvoir *Eagle*.)

Spc. Joyce Bussard, Walter Reed Army Medical Center, and SFC Gregory Craigg, 4217th USA Hospital, check their triage cards for a description of their mock injuries during emergency evacuation training.

One team

4217th USA Hospital participates in joint exercise

Maj. William Linhart and Capt. James Heuberger practice loading and unloading patients from an M997 front-line ambulance.

Story by Cynthia Stevenson
Photos by J.M. Eddins Jr.

The crew of the UH1H MedEvac helicopter stood by as the team of four soldiers dressed in Battle Dress Uniforms grabbed the litter and made their way toward the landing zone. The soldiers loaded their wounded patient head first and hoisted him onto the waiting chopper.

But instead of the craft rushing its passenger off to an Army hospital emergency room, it remained firmly planted on its grassy landing pad. And the soldiers didn't run off to retrieve another patient with a life-threatening injury from the nearby ambulance. They stood in place, waiting instructions beside the slack chopper blades.

The soldiers weren't being shamefully negligent in their duties. They were taking part in a joint emergency evacuation training exercise coordinated by the Fort Meade, Md., Medical Department Activity last summer. The training prepared soldiers for the Expert Field Medical Badge test scheduled at Fort Indiantown Gap, Pa., in October.

The first increment of training brought together about 30 soldiers from the Reserve,

Members of the 4217th USA Hospital watch as fellow soldiers take part in helicopter evacuation training.

National Guard and active Army.

The 4217th U.S. Army Hospital, Poughkeepsie, N.Y., represented the Reserve.

SFC Marc Chamberlain, Reserve mobilization officer, Kimbrough Ambulatory Care Center — or KACC — at Fort Meade coordinated the exercise.

"The training is basically set up from an Expert Field Medical Badge standpoint," Chamberlain said. "But it's also to collectively bring Reserve, active and National Guard components together to train."

The joint exercise, Chamberlain said, is representative of KACC's "One Team" motto.

"On everyone's uniform it says, 'U.S. Army,' regardless of what component you're in," Chamberlain said. "It doesn't say 'U.S. Army Reserve' or 'U.S. Army National Guard.' We all wear the same uniform. We all train together. We all work together and we have to go to war together. So that's where 'One Team' comes in."

The NCO said the realistic training is beneficial to soldiers who may not often get the chance to hone their field medical skills.

"A lot of soldiers go to AIT at Fort Sam Houston (Texas)," Chamberlain said. "If they're lucky, they'll see a helicopter or an M997 (ambulance) down there and get a chance to do hands-on training. Once they leave Fort Sam, getting an opportunity to actually do hands-on training is slim to none."

The training exercise provided plenty of hands-on experience. In addition to the ambulance and helicopter emergency evacuation loading and off-loading procedures, the soldiers filled out nine-line MedEvac requests and Field Medical Cards and went over encryption and authentication instructions for field radio use. The soldiers also received training on aircraft safety precautions and the new M-40 protective mask.

Lt. Col. Bill Korba, commander of the 4217th, was grateful his unit, which was realigned, received the training.

"With the downsizing, this is the first time my people, as the 4217th, have gotten to do this type of training with the Guard and active duty component," Korba said. "I would say 50 percent of my people have trained on the ambulance and helicopter before. My other younger troops have not. So this is a tremendous experience for them ... ."

The exercise was part of the Reserve unit's two-week annual training. The unit spent the rest of its AT backfilling positions at KACC.

"During this module I brought mostly nurses and a dental specialist," Korba said. "During the next module I'll have pharmacists, physical therapists and operating room personnel. I have a whole contingent of people coming down here over the next three months."

Korba believes Total Force training is now more important than ever.

"The Reserve makes up about 70 percent of the medical support for the Army," said the commander. "Because of downsizing, we've lost a lot of good people. But we still have a mission. That's why we need to do this (joint training) and we need to do it more often. We have to work with the active component. I'm not saying that we didn't work with them before, but now we really have to be a team."

Spc. Laura Mullen, a medical supply specialist with the 4217th, was among the soldiers taking part in the exercise. A dental assistant in the civilian world, she will soon switch her military occupational specialty to dental specialist. For this reason, she was allowed to backfill a position in the Kimbrough dental clinic during her two-week training.

"I've been to three stations today, but the one I liked best was training on the helicopter," Mullen said. "I thought it was a lot of fun. I've never had any experience with them before. I learned a lot. They taught us how to approach the helicopter at a 45-degree angle. The clips (used to secure litters) are also a lot different than on an ambulance."

While the field training should have proved beneficial to all soldiers involved, it was especially beneficial to those who hoped to earn the coveted EFMB.

"The Expert Field Medical Badge is one of the toughest badges to earn in the Army," Chamberlain said. "There are a lot of requirements. There's a written test, 12-mile road march, PT test, and you have to qualify with your weapon. You've also got several different medical stations.

"You've got CPR, EMT, survival, and an obstacle course. The soldiers don't compete against each other. They compete against themselves."

But the "One Team" concept still comes into play, Chamberlain noted.

"It's an individually earned badge, but you earn it through teamwork. You can't do it by yourself."

(Stevenson is a member of the *Soundoff* newspaper staff, Fort Meade.)

Sgt. Thomas Meeks

Assisted by the head nurse, Sgt. Mark Flitton, 361st Psychological Operations Detachment, hands out toys to the children in Tuzla Hospital.

Mission: give happiness, show compassion

By Sgt. Thomas Meeks

CAMP BEDROCK, Bosnia-Herzegovina — There was no particular mission except to give gifts and happiness, and show compassion. But most of all, they wanted to show they cared.

Members of the Psychological Operations section of Task Force 202 based here delivered toys to the children's ward at Tuzla Hospital last summer.

The kids couldn't talk to the soldiers because of the language barrier, but the universal language of a smile communicated everything the Reserve soldiers needed to know.

"Their faces really lit up as soon as we walked in the door. Even the parents seemed excited to see us," said Spc. Michael Myhrvold, with the 320th Psychological Operations Company, Portland.

Although PSYOP units do many things, giving toys to children isn't part of the normal mission.

"While it's not our primary mission here, this will definitely boost SFOR's (Stabilization Force) image. It can't do anything but. Giving SFOR a good reputation will only enhance its effectiveness in theater," Myhrvold said.

"We have never done this before. We have no underlying mission except to make the sick children in this hospital happy," said Sgt. Mark Flitton, with the 361st Psychological Operations Company, Bothell, Wash.

The SFOR soldiers visited children with many ailments, from life threatening diseases to urinary tract infections to the common flu.

In the infectious diseases ward, only one soldier was allowed to visit the children. He was escorted by the nurse in charge.

"Most of these kids are pretty sick. Some couldn't even get out of bed. But it felt really good to be able to get a smile on their face and not expect anything in return," Flitton said.

A professional golfer, Flitton is used to working with kids regularly.

"I give golf lessons and trick shows to kids at local schools in my hometown," the Seattle native said.

Flitton's desire to make kids happy hasn't stopped just because he's deployed to Bosnia-Herzegovina.

"I love interacting with all kids. These kids were not involved in the war. They were just influenced by the war. I just want to do something for them to make them smile again," he said.

Myhrvold, a native of Kaiser, Ore., is no stranger to charity and gift giving himself. He's an active volunteer with Habitat for Humanity, helping to build home for families in Washington state.

"It's exciting to see a family move into a home of their own," Myhrvold said.

Sgt. Kelly Yarde, a member of the Fire Support Element, 2nd Battalion, 2nd Infantry Regiment, called businesses in his hometown to get the toys.

"Children are a weak point with me," Yarde said.

(Meeks is assigned to the 124th Mobile Public Affairs Detachment.)

Neither rain, sleet, snow or land mines

By Spc. Jeff Lowry

Neither rain, nor snow, nor gloom of night ... Soldiers stationed in Bosnia might add, "... nor six to eight million land mines" to the U.S. Postal Service motto.

Army postal workers might not get an abundance of publicity, but they take their job seriously and soldiers look to mail to lift their spirits.

Neither rain ...

The mail rains down on Spc. Christopher Budnik, a personnel clerk for Task Force 1-41. He receives about 60 packages and thousands of letters per week.

When mail arrives from Eagle Base, despite all the land mines, Budnik picks up the mail from tent A-3 and takes it to the Personnel Administration Center, tent A-6.

"I separate all the mail among the various units here, the unit mail clerks come by, pick it up and give the mail to the individual soldiers," said Budnik.

That's how it's supposed to work. And if soldiers don't get any mail, he usually hears about it.

"No mail today? Sniffle, sniffle," Budnik said.

"When I get mail, it just boosts my morale," said Spc. Tony Hess, a military intelligence clerk for Task Force 1-41.

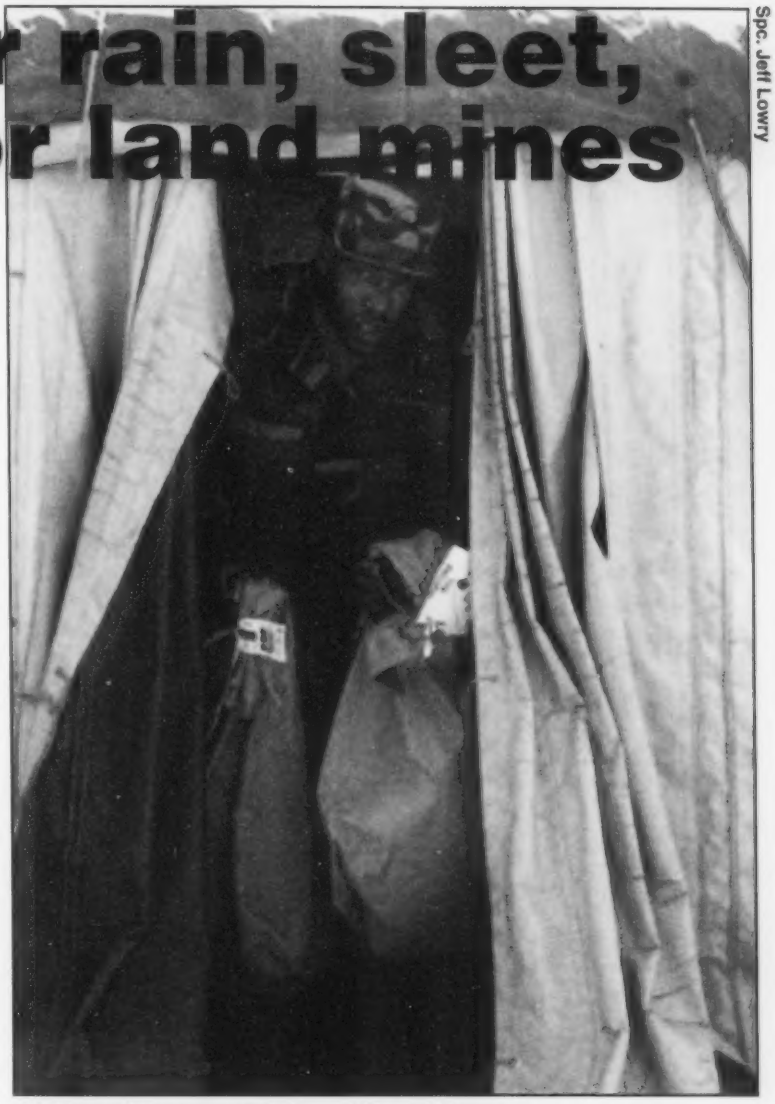
... nor snow ...

Spc. Zandra Johnson is a postal/finance clerk with the 351st Adjutant General Detachment, an Army Reserve unit from Tallahassee, Fla. She's not snowed under yet, but the lines are long at Camp Demi.

"We go to Camp Demi on Fridays. That's their only day to send packages," Johnson said.

The volume of packages soldiers are mailing is increasing.

"Soldiers are usually sending extra clothing they won't need for awhile, like field jackets," Johnson said. "Heavy items, like books, are sent home, too. That way soldiers don't have to carry all the stuff back home."



Spc. Jeff Lowry

Sgt. Harvey Jones moves outgoing mail to a waiting van.

"I'm sending packages back home to consolidate my space and make room for the new task force soldiers coming here," said PFC Stephen Boutwell, a forward observer for Headquarters and Headquarters Company, TF 1-41.

... nor gloom ...

The soldiers who process the mail take their job seriously, in part because of the gloomy prospect of committing a crime, intentional or not.

"I have to take my job seriously because if I mishandle the mail, it's a federal offense," Budnik said.

The same goes for the postal workers who care for the mail going outboard and who initially sign for the mail coming inbound.

"When I receive the incoming mail, I'm accountable for it," said Sgt. Harvey Jones, the postal supervisor for TF 1-41. He is with the 351st AG Det. and assigned to the 55th Postal Company. "The mail van is locked and has a control number on the seal," he said. "I'm responsible for the mail in the van, just as soldiers are responsible for their weapons."

(Lowry is assigned to the 124th Mobile Public Affairs Detachment.)

SFC Mark Martello

Civil Affairs
On the front line

With the help of a female civilian interpreter, Maj. James Ericks, Task Force 177 XO/S5, carries on a discussion with local nationals.

By SFC Mark Martello

BRCKO, Bosnia-Herzegovina — If there's such a thing as a front line in the peace enforcement here, Civil Military Task Force Tactical Support Teams are at the center.

Made up entirely of Reservists from California, Oregon, Washington and Minnesota, the teams have become the Peace Stabilization Force's human faces most familiar to thousands of Bosnians. The soldiers are assigned to the 351st Civil Affairs Command from Mountain View, Calif.

Progress is slow. Hundreds of thousands of people have fled their homes. In a war that took apart the country village by village, church by mosque, and neighbor by neighbor, the TSTs are helping to put it back together the same way.

"SFOR (Stabilization Force) soldiers brought us back to our home," said Meksudin Music, mayor of Omerbegovaca, a suburb of Brcko, himself a refugee. "We've had more than 50 families return here in the past four months. And we expect up to 250 families in the fall."

Music, a Muslim, lives in a Bosnian Serb controlled area in the former Zone of Separation, a no-man's land of broken homes, shell-pitted roads and land mines. TSTs work with Bosnians like Music on issues of reconstruction and human rights. They assist in the application for small community building projects funded by the U.S. Agency for International Development, monitor refugee returns, and host seminars among the different ethnic groups. The civil affairs soldiers promote peace not unlike their forbearers did 50 years ago in western Europe.

Over cups of strong Bosnian coffee served on a bullet-scarred table, Capt. Kumar Kibble and SSgt. Luis Gaxiola, two TST soldiers based at Camp McGovern, talk over everyday events. The conversation turns to the moment's pressing issue of ID cards. Citizens must carry ID cards regardless of ethnic background.

"Mr. Music realizes that the ID cards are a lawful requirement made by the municipal officials," said Kibble, the team's officer in charge. "He'll assist us in getting the word out to the rest of the people in the area. The new problem is that the Bosnian Muslims are afraid of going into Brcko to get the cards.

"We'll now need to go and meet with the Bosnian Serb town officials and local police to see if we can ease the application process," Kibble said. He's a customs agent from Los Angeles.

More than 150 soldiers like Kibble and Gaxiola are assigned to the three multi-divisional areas controlled by the French, British and American commands of SFOR. The TSTs are active in both the Federation (Muslim-Croat) and the Republika Srpska (Bosnian Serb) sides of Bosnia-Herzegovina. They travel hundreds of miles a week to meet with as many people, always on the lookout for future projects or present problems.

"We verify and map housing for refugee returnees and monitor freedom of movement across the Inter-Entity Boundary Line," said Gaxiola, an MGM movie studio employee, and a native of Boyle Heights, Calif. "We relate what we learn to our chain of command and agencies like the United Nations Office of the High Representative here."

Sometimes the information is translated into decisions affecting the town, country or region. By working as honest brokers among the Bosnians, local governments and international agencies, the TSTs help make the people most impacted by policy decisions part of the political process.

"These civil affairs teams are my eyes and ears on the ground," said Anna Nylander, with the UN OHR. "There is no way on earth that I can cover all the issues concerning refugee returns. The teams are much more approachable for local people, than, let's say, combat troops. They are seen as less hostile, and are able to get the information I need."

Another tool used by the TSTs to promote reconciliation among former enemies is the

Civil Military Seminar. They are town meetings aimed at achieving grassroots détente and concrete results.

In one seminar held at Camp Colt in northeastern Bosnia, building ministers met from two adjoining towns — one Bosnian Muslim, the other Bosnian Serb. The respective parties asked the American military authorities why it was taking so long to repair a bridge which linked the two. The answer: not all parties had signed a memorandum of agreement to allow funds to be granted.

Bosnian Serbs, Muslims and Croats, all officials of the towns in question, filed into a tent on neutral ground — a U.S. Army base. They sat opposite each other on long picnic benches. Not a word was said as Lt. Col. James Greer, commander of Task Force 1-77, outlined conditions to be met before work could start.

"We tell them the memos must be signed by all parties. It's no good if one signs the memo and the other doesn't. You can't build half a bridge," said Capt. David Wylie, another TST OIC, and a marine satellite communications representative from San Diego.

"Today we got an agreement to agree. The officials present claimed they didn't have the authority to sign, so we took the opportunity to make firm appointments to go see them over the next several days," he said.

Setbacks and change are the constant companions of the Tactical Support Teams. But they learn, adapt and adjust — and they always follow-up.

"We are local area experts. We know every mayor, police chief and building minister in 240 square miles," said SSgt. Matthew Wohlberg, a civil affairs NOCIC at Camp Colt. "We keep a finger on the pulse of what's happening in the communities in our area." From Pima, Ariz., Wohlberg is used to covering much more territory as a Bureau of Land Management ranger.

Yet the absence of fighting is not enough. TSTs identify projects for USAID's Community Infrastructure Rebuilding Program. The projects have limits of $50,000 and help entire towns put as many local people to work as possible.

"This is the 'Biological Line,'" said Capt. Jeffrey Carr as he waved his hand across the fractured skyline of an artillery ravaged suburb south of Brcko. "You can see some buildings are occupied. Bosnian Serb officials have moved in Serbs to slow down the Moslem returns and discourage rebuilding."

Carr, a construction contractor at home in Orange County, Calif., is on top of every ongoing and potential project in and around Brcko.

"Brcko has one out of four operating electrical power plants and over 70 percent unemployment. Given the other wholesale destruction around here, it's clear they have major problems.

"But it's also clear that if we can get the resources — materials and money — in here, recovery could be quite fast. The question is one of mindset and attitude of the officials involved. Do they want to go forward?" Carr said.

Not all the work of the TSTs involves money, buildings, meetings or policies. Sometimes it's about reaching out and making human contact. Through humanitarian assistance programs, the Civil Affairs soldiers deliver school supplies, medicine and toys. The donated items come from organizations like Save the Children. And sometimes they come from the soldiers' families in the States.

"You can't measure what it means to our kids. No way," said Mahmedalija Bajric, director of a daycare center in the town of Zivinice. "The children light up when the soldiers come. And they know that it was American soldiers who helped get the school running again."

"Work like this is important. Working with children you're working with the future of the country," said SSgt. Jeffrey Gieske, from Santa Cruz, Calif. "Some of these kids went through unspeakable ordeals. One witnessed the killing of his entire family. Anything we can do to say we care is something."

The work environment is dangerous. People here have suffered the loss of family, friends and home. They can be given to high emotions and provoked to violence. The roads have been broken by mortar shells and are often lined by mines. Mines are so common that when local farmers find them in fields, they display them on top of fence posts. Soldiers here won't willingly step off hard pavement.

TSTs assigned to the various multinational divisions are manned with some of the most experienced citizen-soldiers in the Civil Military Task Force. Many of the soldiers have worked together on teams in Korea, Thailand, Vietnam, Cambodia, Papua New Guinea and the Philippines. Their experiences generate new solutions here.

(Martello is the CMTF public affairs officer.)

SFC Mark Martello

A Bosnian child outside a daycare center where members of the 351st CA Command deliver clothing and supplies.

SFC Mark Martello

A Civil Affairs vehicle convoy passes through a section of the Zone of Separation near Brcko. The ZOS is often the scene of intense CA effort to relocate refugees and rebuild homes.

MPs deploy to Bosnia

By Sgt. Maj. Mary Starmer

FORT POLK, La. — The loudspeaker at the Joint Readiness Training Center blared out one word. It was high noon, Oct. 15, and one single word brought dead silence first and then shouts and cheers that could be heard from one side of Base Camp McGovern to the other. "ENDEX ... I repeat, END ... EX."

More than 700 Army Reserve Military Police from Florida, New York, Kentucky and North Carolina successfully completed six weeks of intense training at Fort Benning, Ga., and now, the week-long Mission Rehearsal Exercise 2 here. After a brief ceremony Oct. 15, the MPs started to deploy to Bosnia and Hungary.

Normally, the JRTC runs 10 rotations a year. Because of Bosnia, two exercises were added, one for the Reservists.

"This special JRTC rotation was designed specifically for the MPs ..." said Capt. Chris Forbes, battalion operations officer and senior observer/controller for the JRTC. "Every single scenario they encounter relates directly to the challenges they may face in Bosnia."

The focus at the JRTC is tough, realistic and stressful training. Each rotation is tailored in terms of terrain, missions and situations.

"Realistic training is an understatement," Sgt. Steven Hanneson said. "When we went into that sector (Shugart Gordon), it was just like being there (Bosnia)." Hanneson, a member of the 810th Military Police Company, Tampa, Fla., is a railroad engineer in civilian life and now a team leader in his squad.

"I always wanted to be an MP," he said. "My father was an MP during Vietnam, and ... throughout my life somehow it had an effect on me."

Hanneson's father gave his son some good advice that he now passes on to his teammates: "Watch out for yourself. Trust your teammates. Follow your leaders."

During the training at Fort Benning and here, the MPs dealt with a wide variety of situations, including civilians and media on the battlefield, mines, explosives, ambushes and snipers. They worked on checkpoint, patrolling and convoy operations while concentrating on both individual and collective tasks. All squads were under continuous observation by their observer/controllers.

SSgt. Christopher Vigil (front), 351st MP Co., maintains security while assisting another vehicle that hit a mine.

(Standing from left) Cpl. Joseph Wallace, Spc. Eddie Hatfield, Sgt. Gary Mitchell and SSgt. Jerry Shrader, 351st MP Co., deal with civilians on the "battlefield."

The Reserve MPs got the word in July that they would be going to replace the active component MPs in Bosnia and Hungary. Spc. Robie Bonner, a local police officer, had just rejoined the 351st Military Police Company, Ocala, Fla. He said he was up for the mission and confident in the abilities of his unit.

After three months of training, Bonner said, "The training was much more demanding than I imagined it would be. My squad didn't take any 'casualties,' and I think that says something for us."

Bonner's squad members were taking a lunch break when the ENDEX was called. His team was eager to join the rest of the squad in the celebration. When one of his teammates said, "We did it, it's finally over," Bonner replied: "No, we're just getting started."

(Starmer is with the U.S. Army Reserve Command, Atlanta, Public Affairs Office.)

Special Pull-Out Section

Army RESERVE

WINTER 1998

Featured

1 1998 Pay Scales
2 AR-PERSCOM Directory
4 New APFT Standards

RESERVE PAY FOR 1 UTA

GRADE	YEARS OF SERVICE <2	2	3	4	6	8	10	12	14	16	18	20	22	24	26
COMMISSIONED OFFICERS															
O-10	252.21	261.08	261.08	261.08	261.08	271.1	271.1	286.12	286.12	306.59	306.59	327.12	327.12	327.12	347.49
O-9	223.52	229.38	234.27	234.27	234.27	240.22	240.22	250.22	250.22	271.1	271.1	286.12	286.12	286.12	306.59
O-8	202.45	208.53	213.47	213.47	213.47	229.38	229.38	240.22	240.22	250.22	261.08	271.1	277.79	277.79	277.79
O-7	168.22	179.66	179.66	179.66	187.72	187.72	198.6	198.6	208.53	229.38	245.16	245.16	245.16	245.16	245.16
O-6	124.68	136.98	145.97	145.97	145.97	145.97	145.97	145.97	150.93	174.79	183.71	187.72	198.6	205.31	215.39
O-5	99.73	117.09	125.19	125.19	125.19	125.19	128.96	135.92	145.03	155.89	164.81	169.82	175.75	175.75	175.75
O-4	84.05	102.36	109.18	109.18	111.21	116.11	124.04	131.01	136.98	143.01	146.93	146.93	146.93	146.93	146.93
O-3	78.11	87.33	93.37	103.3	108.25	112.12	118.2	124.04	127.08	127.08	127.08	127.08	127.08	127.08	127.08
O-2	68.12	74.39	89.37	92.38	94.29	94.29	94.29	94.29	94.29	94.29	94.29	94.29	94.29	94.29	94.29
O-1	59.14	61.55	74.39	74.39	74.39	74.39	74.39	74.39	74.39	74.39	74.39	74.39	74.39	74.39	74.39
COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER															
O-3E	0	0	0	103.3	108.25	112.12	118.2	124.04	128.96	128.96	128.96	128.96	128.96	128.96	128.96
O-2E	0	0	0	92.38	94.29	97.28	102.36	106.27	109.18	109.18	109.18	109.18	109.18	109.18	109.18
O-1E	0	0	0	74.39	79.47	82.39	85.39	88.35	92.38	92.38	92.38	92.38	92.38	92.38	92.38
WARRANT OFFICERS															
W-5	0	0	0	0	0	0	0	0	0	0	0	135.82	140.96	145.04	151.15
W-4	79.58	85.39	85.39	87.33	91.31	95.33	99.33	106.27	111.21	115.12	118.2	122.01	126.09	130.02	135.92
W-3	72.33	78.46	78.46	79.47	80.4	86.28	91.31	94.29	97.28	100.19	103.3	107.33	111.21	111.21	115.12
W-2	63.35	68.54	68.54	70.53	74.39	78.46	81.44	84.42	87.33	90.4	93.37	96.3	100.19	100.19	100.19
W-1	52.78	60.51	60.51	65.57	68.54	71.48	74.39	77.45	80.4	83.39	86.28	89.37	89.37	89.37	89.37
ENLISTED MEMBERS															
E-9	0	0	0	0	0	0	92.58	94.66	96.8	99.03	101.25	103.2	108.62	112.85	119.2
E-8	0	0	0	0	0	77.63	79.87	81.96	84.09	86.32	88.28	90.45	95.77	100.03	106.45
E-7	54.21	58.52	60.67	62.81	64.95	67.02	69.16	71.32	74.54	76.66	78.78	79.81	85.17	89.41	95.77
E-6	46.63	50.83	52.94	55.19	57.27	59.33	61.51	64.67	66.71	68.86	69.9	69.9	69.9	69.9	69.9
E-5	40.92	44.54	46.7	48.74	51.94	54.06	56.19	58.27	59.33	59.33	59.33	59.33	59.33	59.33	59.33
E-4	38.16	40.31	42.68	45.97	47.79	47.79	47.79	47.79	47.79	47.79	47.79	47.79	47.79	47.79	47.79
E-3	35.97	37.93	39.44	41.01	41.01	41.01	41.01	41.01	41.01	41.01	41.01	41.01	41.01	41.01	41.01
E-2	34.61	34.61	34.61	34.61	34.61	34.61	34.61	34.61	34.61	34.61	34.61	34.61	34.61	34.61	34.61
E-1 >4	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87	30.87
E-1 <4	28.56	0	0	0	0	0	0	0	0	0	0	0	0	0	0

RESERVE PAY FOR 4 UTAs

GRADE	YEARS OF SERVICE <2	2	3	4	6	8	10	12	14	16	18	20	22	24	26
COMMISSIONED OFFICERS															
O-10	1008.84	1044.32	1044.32	1044.32	1044.32	1084.4	1084.4	1144.48	1144.48	1226.36	1226.36	1308.48	1308.48	1308.48	1389.96
O-9	894.08	917.52	937.08	937.08	937.08	960.88	960.88	1000.88	1000.88	1084.4	1084.4	1144.48	1144.48	1144.48	1226.36
O-8	809.8	834.12	853.88	853.88	853.88	917.52	917.52	960.88	960.88	1000.88	1044.32	1084.4	1111.16	1111.16	1111.16
O-7	672.88	718.64	718.64	718.64	750.88	750.88	794.4	794.4	834.12	917.52	980.64	980.64	980.64	980.64	980.64
O-6	498.72	547.92	583.88	583.88	583.88	583.88	583.88	583.88	603.72	699.16	734.84	750.88	794.4	821.24	861.56
O-5	398.92	468.36	500.76	500.76	500.76	500.76	515.84	543.68	580.12	623.56	659.24	679.28	703	703	703
O-4	336.2	409.44	436.72	436.72	444.84	464.44	496.16	524.04	547.92	572.04	587.72	587.72	587.72	587.72	587.72
O-3	312.44	349.32	373.48	413.2	433	448.48	472.8	496.16	508.32	508.32	508.32	508.32	508.32	508.32	508.32
O-2	272.48	297.56	357.48	369.52	377.16	377.16	377.16	377.16	377.16	377.16	377.16	377.16	377.16	377.16	377.16
O-1	236.56	246.2	297.56	297.56	297.56	297.56	297.56	297.56	297.56	297.56	297.56	297.56	297.56	297.56	297.56
COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER															
O-3E	0	0	0	413.2	433	448.48	472.8	496.16	515.84	515.84	515.84	515.84	515.84	515.84	515.84
O-2E	0	0	0	369.52	377.16	389.12	409.44	425.08	436.72	436.72	436.72	436.72	436.72	436.72	436.72
O-1E	0	0	0	297.56	317.88	329.56	341.56	353.4	369.52	369.52	369.52	369.52	369.52	369.52	369.52
WARRANT OFFICERS															
W-5	0	0	0	0	0	0	0	0	0	0	0	543.28	563.84	580.16	604.6
W-4	318.32	341.56	341.56	349.32	365.24	381.32	397.32	425.08	444.84	460.48	472.8	488.04	504.36	520.08	543.68
W-3	289.32	313.84	313.84	317.88	321.6	345.12	365.24	377.16	389.12	400.76	413.2	429.32	444.84	444.84	460.48
W-2	253.4	274.16	274.16	282.12	297.56	313.84	325.76	337.68	349.32	361.6	373.48	385.2	400.76	400.76	400.76
W-1	211.12	242.04	242.04	262.28	274.16	285.92	297.56	309.8	321.6	333.56	345.12	357.48	357.48	357.48	357.48
ENLISTED MEMBERS															
E-9	0	0	0	0	0	0	370.32	378.64	387.2	396.12	405	412.8	434.48	451.4	476.8
E-8	0	0	0	0	0	310.52	319.48	327.84	336.36	345.28	353.12	361.8	383.08	400.12	425.8
E-7	216.84	234.08	242.68	251.24	259.8	268.08	276.64	285.28	298.16	306.64	315.12	319.24	340.68	357.64	383.08
E-6	186.52	203.32	211.76	220.76	229.08	237.32	246.04	258.68	266.84	275.44	279.6	279.6	279.6	279.6	279.6
E-5	163.68	178.16	186.8	194.96	207.76	216.24	224.76	233.08	237.32	237.32	237.32	237.32	237.32	237.32	237.32
E-4	152.64	161.24	170.72	183.88	191.16	191.16	191.16	191.16	191.16	191.16	191.16	191.16	191.16	191.16	191.16
E-3	143.88	151.72	157.76	164.04	164.04	164.04	164.04	164.04	164.04	164.04	164.04	164.04	164.04	164.04	164.04
E-2	138.44	138.44	138.44	138.44	138.44	138.44	138.44	138.44	138.44	138.44	138.44	138.44	138.44	138.44	138.44
E-1 >4	123.48	123.48	123.48	123.48	123.48	123.48	123.48	123.48	123.48	123.48	123.48	123.48	123.48	123.48	123.48
E-1 <4	114.24	0	0	0	0	0	0	0	0	0	0	0	0	0	0

ARMY RESERVE PERSONNEL COMMAND

Personnel Management Directorates

Officer Personnel Management Directorate (ARPC-OP)

Commercial **(314) + 7-digit phone number**
DSN **892 + 4-digit extension**
Toll Free **(800) 325 + 4-digit extension**

Team/Branch	Office Symbol	Commercial/Toll Free
Chaplain Management Team	OPA	538-3400, 3500/Ext. 4914
JAG Management Branch	OPB	592-0653/Ext. 4916
Combat Arms Team	OPC	592-0601/Ext. 4973
Armor Branch	OPC-R	
Aviation Branch	OPC-A	
Civil Affairs Branch	OPC-C	
Field Artillery Branch	OPC-F	
Infantry Branch	OPC-I	
Combat Support Team	OPD	592-0602/Ext. 4987
Engineer Branch	OPD-E	
Chemical Branch	OPD-C	
Military Intelligence Branch	OPD-I	
Military Police Branch	OPD-P	
Signal Corps Branch	OPD-S	
Combat Service Support Team	OPF	592-0603/Ext. 4980
Adjutant General Branch	OPF-A	
Finance Branch	OPF-F	
Ordnance Branch	OPF-O	
Quartermaster Branch	OPF-Q	
Transportation Branch	OPF-T	
Special Officer Team	OPS	592-0658/Ext. 1879
Colonels Management Team	OPS-C	592-0604
Educational Delay-OADO Team	OPS-O	592-0657
RFD Lieutenant Transition Team	OPS-R	592-0656
Warrant Officer Management Team	OPS-W	592-0605

Enlisted Personnel Management Directorate (ARPC-EP)

Commercial **(314) + 7-digit phone number**
DSN **892 + 4-digit extension**
Toll Free **(800) 325 + 4-digit extension**

Team/Branch	Office Symbol	Commercial/Toll Free
Training/Training Coordination	EPT	592-0372
Management (CSM/SGM/IET)	EPS	592-0373/Ext. 4754
Warrant Officer Entry Branch	EPW	592-0361
Combat Arms Team	EPA	592-0355, 0354, 0353/Ext. 1878, 4713, 4715
Field Artillery Branch	EPA-F	
Infantry Branch	EPA-I	
Special Forces/OCONUS Branch	EPA-S	
Combat Support Team	EPB	592-0363, 0364/Ext. 1876, 4712
Aviation Branch	EPB-A	
Communication/Electronic Branch	EPB-C	
Engineer Branch	EPB-E	
MP/MI Branch	EPB-M	

Army
RESERVE

READERSHIP SURVEY

It's time for our readership survey.

Your comments are key to the magazine staying on target with you, our audience. The information you provide will be compiled, tabulated, documented and put to work.

Let me assure you that your questionnaire will remain confidential. Only persons involved in preparing the information for analysis will have access to it. We will report only group statistics. We will neither disclose information about your individual responses nor use them for any other purpose.

Your participation in this survey is completely voluntary. Failure to respond to any questions will not result in any penalty.

We encourage you to participate, so our data will be complete and representative.

Help us make your magazine better. Please take a few minutes to fill out this survey and get it back to us. We depend on your support. **Please return the survey by Mar. 1, 1998.**

DIRECTIONS: Circle a letter to indicate your response for each question. Unless requested, circle only one response for each question or sub-term of a question. Use a ballpoint pen.

1. Have you read an issue of Army Reserve Magazine in the past year?

a. Yes (continue with Question 2)
b. No (continue with Question 11)

If No, why not? _____

_____

2. How many issues of Army Reserve Magazine have you read in the past year?

a. 1
b. 2
c. 3
d. 4

3. How much of each issue do you usually read?

a. All or almost all of it (91-100%)
b. Quite a bit (66-90%)
c. Some (51-65%)
d. A little (25-50%)
e. Almost none of it (less than 25%)

4. After reading Army Reserve Magazine, what do you usually do with it?

a. Route it through distribution
b. Pass it on to someone else
c. Tear out parts of it for reference
d. Keep it for reference
e. Throw it away
f. Other (Specify)_____

_____

5. How do you feel about the amount of coverage in Army Reserve Magazine given to the following topics? (Using the scale below, circle one response for each topic.)

a. Too much coverage
b. About the right amount of coverage
c. Not enough coverage

5.1 Awards and ceremonies at the national level	a. b. c.
5.2 Editorials/commentaries	a. b. c.
5.3 Mailcall	a. b. c.
5.4 Family programs/ services	a. b. c.
5.5 General features about people and their work, hobbies, etc.	a. b. c.
5.6 National events that impact the USAR	a. b. c.
5.7 Military issues and politics	a. b. c.
5.8 Current topical/ controversial issues (such as sexual harassment)	a. b. c.
5.9 Unit activities	a. b. c.
5.10 Military benefits	a. b. c.

6. What other topics or stories would you like to see covered? (Fill in the blanks below)

_____
_____
_____
_____
_____
_____

7. Overall, how would you rate the content of Army Reserve Magazine?

a. Excellent
b. Very good
c. Good
d. Fair
e. Poor

8. To what extent do you agree with the following descriptions of the content of Army Reserve Magazine? (Using the scale below, circle one response for each description.)

a. Strongly agree
b. Agree
c. Neither agree or disagree
d. Disagree
e. Strongly disagree

8.1 Easy to read	a. b. c. d. e.
8.2 Easy to understand	a. b. c. d. e.
8.3 Fair and accurate	a. b. c. d. e.
8.4 Interesting	a. b. c. d. e.
8.5 Provides useful information	a. b. c. d. e.
8.6 Source of new ideas	a. b. c. d. e.
8.7 Stimulating; makes you think	a. b. c. d. e.
8.8 Timely, up to date	a. b. c. d. e.
8.9 Well written	a. b. c. d. e.

9. Army Reserve Magazine is my major source of information on military issues.

a. Strongly agree
b. Agree
c. Neither agree or disagree
d. Disagree
e. Strongly disagree

10. How do you rate each of the following aspects of the appearance of Army Reserve Magazine? (Using the scale below, circle one respone for each aspect.)

a. Excellent
b. Very good
c. Good
d. Fair
e. Poor

10.1 Art and illustrations	a. b. c. d. e.
10.2 Charts and graphs	a. b. c. d. e.
10.3 Layout and design	a. b. c. d. e.
10.4 Photography	a. b. c. d. e.
10.5 Quality of printing	a. b. c. d. e.
10.6 Readability of type	a. b. c. d. e.
10.7 Use of color	a. b. c. d. e.
10.8 Overall appearance	a. b. c. d. e.

12. What should be the **primary** purpose of Army Reserve Magazine?

a. Entertain
b. Educate
c. Inform
d. Publicize unit activities
e. Showcase accomplishments of individual soldiers
f. Other (Please specify)_____

_____

11. Have you visited the USAR Web Site for Army Reserve Magazine?

a. Yes
b. No

13. Please provide any additional comments you may have about Army Reserve Magazine.

_____
_____
_____
_____
_____

14. What is the best thing we can do to improve Army Reserve Magazine and make you want to read each issue. _____

_____
_____
_____
_____

DEMOGRAPHICS

15. What is your gender?

a. Female
b. Male

16. How old are you?

a. Under 20
b. 20-24
c. 25-29
d. 30-39
e. 40-49
f. 50 or over

17. What is your highest level of education?

a. Less than high school
b. High school or GED
c. Some college, no degree
d. Associate's degree or vocational license
e. Bachelor's degree
f. Graduate and/or professional degree

18. What is your current status?

a. TPU member
b. IRR member
c. IMA member
d. AGR
e. DA civilian
f. Retiree
g. Other (Please specify)_____

_____

19. What is your pay grade?

19.1 Officer
a. WO1-CW5
b. 01-03
c. 04-06
d. General Officer

19.2 Enlisted
a. E1-E4
b. E5-E6
c. E7-E9

19.3 DA Civilian
a. GS8 or lower
b. GS9-GS11
c. GS12-GS/GM 15
d. Other (Please specify) _____

_____

Thank you for completing this survey. It is an important document. Please note any additional comments or suggestions below.

_____
_____
_____
_____
_____
_____
_____
_____
_____

OFFICIAL ARMY RESERVE SURVEY
RETURN BY MARCH 1, 1998

TO MAIL, FOLLOW THESE 3 STEPS:
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Army
RESERVE

READERSHIP SURVEY

3. TAPE CLOSED

Combat Service Support Team	EPC	592-0359, 0358, 0357, 0356/Ext. 4710, 4072, 4095, 4714
Administrative Personnel Branch	EPC-A	
Ordnance Branch	EPC-O	
Quartermaster/Chemical Branch	EPC-Q	

Health Services Directorate (ARPC-HS)

Commercial **(314) + 7-digit phone number**
DSN **892 + 4-digit extension**
Toll Free **(800) 325-4729**

Team/Branch	Office Symbol	Commercial
Army Nurse	HSA	592-0441
Medical Corps	HSC	592-0440
Medical Service	HSS	592-0439
AMEDD Quality Assurance	HSQ	592-0438
AMEDD Incentives	HST	592-0437
Health Services Enlisted	HSE	592-0436

Full Time Support Management Directorate (ARPC-AR)

Commercial **(314) 263-9578 + 4-digit extension**
DSN **693-9578 + 4-digit extension**
Toll Free **(800) 325-4118 + 4-digit extension**

Team/Branch	Office Symbol	4-Digit Extension
Military Technician Support Office	ARC	1540
Senior Officer/Enlisted Mgt. Office	ARS	
COL/LTC(P)		1570
SGM/CSM/MSG(P)		1571
Officer Management Division	ARO	1211
Personnel Management Branches		
Combat Service Support	Team 1	1251
Combat Arms/Combat Spt.	Team 2	1231
Warrant Officer Branch		1233
Enlisted Management Division	ARE	1403
Personnel Development Branch	ARE-C	1772
Enlisted Management Branch	ARE-E	1403
Combat Arms Support Team		1740
Combat Service Support Team		1460
CMF 71 Team		1470
CMF 79 Team		1480
USAREC Team		1490
Special Actions Branch	ARE-S	1430
Distribution Team	ART	1790
Command Action Branch	ART-C	1790
Regional Account Managers		
77th/89th/99th RSC		1391
81st/94th RSC		1794
90th RSC		1798
70th/96th/88th RSC		1791
65th ARCOM		1799
USARC/ARRTC/RTS-MED		1792
63rd RSC		1798
MACOM FORSCOM		1799

New APFT Standards

Push-Ups

Age Group	Male Min	Male Max	Female Min	Female Max
17-21	42	71	19	42
22-26	40	75	17	46
27-31	39	77	17	50
32-36	36	75	15	45
37-41	34	73	13	40
42-46	30	66	12	37
47-51	25	59	10	34
52-56	20	56	9	31
57-61	18	53	8	28
62+	16	50	7	25

Sit-Ups

Age Group	Male/Female Min	Male/Female Max
17-21	53	78
22-26	50	80
27-31	45	82
32-36	42	76
37-41	38	76
42-46	32	72
47-51	30	66
52-56	28	66
57-61	27	64
62+	26	63

2-Mile Run

Age Group	Male Min	Male Max	Female Min	Female Max
17-21	15:54	13:00	18:54	15:36
22-26	16:36	13:00	19:36	15:36
27-31	17:00	13:18	20:30	15:48
32-36	17:42	13:18	21:42	15:54
37-41	18:18	13:36	22:42	17:00
42-46	18:42	14:06	23:42	17:24
47-51	19:30	14:24	24:00	17:36
52-56	19:48	14:42	24:24	19:00
57-61	19:54	15:18	24:48	19:42
62+	20:00	15:42	25:00	20:00

Changes are effective Oct. 1, 1998. A complete listing of all standards is available from the Army Physical Fitness School Home Page at: **www.benning.army.mil/fghome/training/fitness/index.html**

Mass casualty exercise

By Lt. Col. Mary Lynn Burnett and Lynne Schaack

Due to a severe shortage of food leading to widespread famine, and the long-standing goal of the Democratic People's Republic of Korea to reunite the peninsula and liberate the populace, North Korea invaded the South.

This news story could be true. It felt real during training at Parks Reserve Forces Training Area, Dublin, Calif., last year.

Simulated mass casualty exercises were the culmination of endless hours of setting up an 84-bed mobile field hospital complete with an intensive care unit, intermediate and minimal care ward, a full-service acute psychiatric ward, four operating rooms, pharmacy, lab and X-ray capabilities. It was annual training at its best, putting the soldier right in the middle of the battlefield.

USAR photo

Lt. Col. Jesse Bailey, 810th Field Hospital, starts an IV on an observer/ controller.

For the 345 Reservists from seven units and four states, the realism of the four-day exercise made them wish they could just say "real world" and they'd stop being pushed so hard.

The soldiers were pushed to the point of fatigue and frustration, then forced to be more creative to try to out-smart the enemy and survive.

Units participating in the exercise were the 331st Medical Group, Wichita, Kan.; the 810th Field Hospital, North Little Rock, Ark.; the 313th Hospital Unit Surgical, Springfield and Joplin, Mo., with two preventive medicine detachments, the 14th and 1900th; a small component of the 469th Ambulance Company, Wichita; and a small cell from the 919th Dental Company, Denver.

The mission of the exercise was medical support. There were 18 physicians and 96 nurses from many specialties. Gulf War veterans who were part of the team talked about what worked and what didn't with procedures and equipment.

One nurse, Lt. Col. Nancy Bond, praised the ability of duct tape to seal the operating room from the desert dust. She applied the same technique during AT.

"It takes a lot of duct tape," Bond said, an operating room nurse as a Reservist and in civilian life, as she taped the OR for sanitary reasons. "It takes a lot of hands to pull off this operation."

For the less experienced nurses, medics, technicians and physicians, managing the mass casualties and triage was a challenge few were comfortable with. During the first mass casualty, a patient with moulage and a casualty tag was brought to the emergency room. The physician sent the bleeding soldier straight to the operating room where the triage nurse challenged the patient's ability to survive without first being stabilized ... lessons learned best on mannequins.

Snipers attacked the compound, contaminated the water supply and crippled the electrical system. Hundreds of patients were treated for moulage battle injuries, bullet wounds and lacerations in the emergency OR. At one point the power was disabled and the generator failed, leaving the medical staff with no choice but to remove one patient's kidney by flashlight.

With each passing hour, the operations got smoother. You could see the blending of talent as medics, generator mechanics, physicians, ambulance drivers, technicians, lab personnel and nurses each fine-tuned their abilities to operate the equipment, work together, know their role and become confident in the field environment.

Illnesses and disease were also a threat to the soldiers. In this drill, cholera was a problem because the flood of immigrants coming to South Korea carried the disease across the border.

"Disease and non-battle injury make up 80 percent of the casualties," said Lt. Col. Paul Andrews, a medical entomologist in civilian life.

Andrews, one of two Reserve entomologists, was worried because cholera is contracted from food and water and can wipe out an Army in about five days.

The Regional Training Site-Medical staff at Camp Parks ran the scenario. They provided the "script" for the conflict and observer/controllers. The soldiers got feedback on their responses in a given situation, and had the chance to review what went right and wrong. With this process, the unit can come up with ways to improve.

Thirty percent of the Reserve structure is medical. Seventy percent of all Army medical structure is in the Army Reserve.

"I can't think of anyone who deserves better medical care than the men and women of our military services," said Lt. Col. Sam Crow of the 313th HUS. "The care you receive in this hospital is the same care you would get in any medical hospital in the country."

(Burnett is a registered nurse with the 331st Medical Group; Schaack is a public affairs officer at Camp Parks.)

SFC Cecilia Miller

The 84-bed mobile field hospital was set up at Parks Reserve Forces Training Area to train medical personnel in a battlefield environment.

Troop construction projects benefit soldiers, installations

FORT DIX, N.J.

By David Moore

Reserve engineer units from the northeast are meeting their training needs while Fort Dix sees post improvements at the same time under the Troop Construction Program.

Ranges and buildings were upgraded by Reserve engineer units last summer during weekend and annual training. The 411th Engineer Brigade, Amittyville, N.Y., provided the designs, project scope and building materials for more than 30 projects on the installation.

The brigade's 854th Engineer Battalion constructed a K-span building, and the 306th Engineer Battalion completed a masonry block enclosure at Building 5421.

According to Clarence Ridgway, Fort Dix facilities manager and chief of public works, the Troop Construction Program lets units use their job-unique skills to improve the installation. In short, the installation saves money by not paying labor costs.

He added that the 306th plans to construct an unimproved road in the area of the former Sheridanville and Nelson Court housing areas.

Two 20-foot wooden range towers are also scheduled to be replaced.

The design and construction of a vehicle recovery training site for track and wheeled vehicles in the 3500 area here is slated for training year 1998.

A petroleum berm site facility with a 50,000 gallon collapsible elastomeric fabric lining, and two sets of three earthen berms for secondary containment for fuel, will be constructed at a training site in the same area. An engineer training site for water crossing operations is also on the drawing board.

Rob Schuette

Soldiers from the 916th Engineer Detachment, Bismarck, N.D., position a drill tower at Range 2, Fort McCoy, to dig a new well.

A 150-person classroom is slated for Range 27. Ranges 21 and 28 will convert to more efficient and modern training ranges for pistols. Mid-level tower enclosures are slated for range towers on 11, 61 and 85. This project includes a large front window view, electrical lights and outlets for communications. Bleachers on 17 of the installation's ranges are scheduled to be replaced.

Several environmental stabilization projects are set for the Brindle Lake area, and flood lamps will be added to the Enemy Prisoner of War Training Camp.

(Moore is an editorial assistant with the Fort Dix Public Affairs Office.)

FORT MC COY, WIS.

By Rob Schuette

Carefully planned troop projects benefit both soldiers training here and the post.

Troop projects include road construction, building renovation or construction, sidewalk installation, survey work, well digging, light installation, road and train maintenance, and project design.

Harry Dugan, installation troop projects coordinator, said the time when units can just show up here for training and ask for a project to do during annual or weekend training are coming to a close.

Tight budgets require that the project materials and any equipment the post needs to provide be funded one to three years in advance of the unit's training here. The U.S. Army Reserve Command is assigning units to posts two years out into the future, Dugan said.

"It's very beneficial for the troops to have it done this way," Dugan said. "It encourages unit leadership to develop a planning process that ensures they have enough people and equipment to complete a project."

MSgt. Bob Thomas of the troop projects office here said matching units with projects that help them achieve their mission essential tasks also increases unit proficiency.

"Personnel in these units can familiarize themselves with the materials at home station," Thomas said. "Soldiers who feel they have accomplished something at Fort McCoy and see the results are more motivated and more likely to stay with their units. They also will be ready to perform their roles in time of mobilization."

Dugan said Fort McCoy also benefits from the projects. Units that are satisfied with their training here are more likely to return here for future training.

Troop projects also save the post large sums of money and help accomplish improvements that might not otherwise occur, he said.

Since labor and material costs for troop projects are not part of Fort McCoy's operating budget, the post can save 40-60 percent of the cost for many projects. Dugan said the savings can be even greater for road construction.

Dugan said several units did site or preparation work last summer for major projects on Ranges 1 and 2.

About the only downside of the arrangement is a unit may not be able to finish a project if the weather doesn't cooperate during its tour of duty here, he said.

"It's a win-win situation for both sides," he said. "The units gain valuable experience and expertise, and Fort McCoy gets the work done for a low cost."

(Schuette is staff member of the Fort McCoy *Triad*.)

1st Lt. Lynette Velzke

Spc. Michael Maxson, 457th Transportation Battalion, leads as the unit off-loads vehicles from flatbed rail cars.

Move 'em out

By Sgt. Annette Wuertz

FORT BLISS, Texas — Four 88th Regional Support Command transportation units faced a unique annual training challenge when they provided motor and rail transportation for the build-up phase of Roving Sands '97, the world's largest joint tactical air operations exercise.

The annual six-week exercise held in Texas and New Mexico involved about 35,000 troops from all four U.S. military branches, plus small contingencies from Germany, Canada, Holland and Kuwait.

Without transportation units to support Roving Sands, the exercise would have come to a screeching halt. Units wouldn't receive their operational equipment, vehicles or ammunition, and food supplies wouldn't get shipped.

Two RSC units were among five transportation battalions that worked together to oversee transportation activities — the 757th, a rail transport unit from Milwaukee, that ran the train movement and terminal operations; and the 457th from Fort Snelling, that handled all rail shipments from Roswell, N.M.

The 457th oversaw the operations of three transportation companies. Two were 88th RSC units: the 685th Transportation Company, Hobart, Ind., and the 892nd Transportation Company, Belleville, Ill.

The units unloaded all cargo containers and vehicles shipped here via commercial or Army truck. The 457th then directed the flow of cargo to the four Roving Sands base camps.

Cargo containers with unit operational equipment were removed by Rough Terrain Cargo Handlers — known as RTCHs — or cranes from rail cars and commercial trucks. Then they were transferred to Army tractor/trailer units (M915A1/M872) and driven to the appropriate base camp. Vehicles were off loaded via a loading ramp and driven by the owning unit to their training area.

All motorized transportation movement requests here were channeled through the 457th, where they were matched with a subordinate transportation company that had the right personnel and equipment to handle the task.

The 457th constantly tracked the location and deployability of their unit's drivers, materiel handlers and transportation equipment. Equipment included RTCHs, 40-ton cranes, 4,000- and 10,000-pound fork lifts, tractor/trailers, 5-ton cargo trucks and buses.

The 457th made sure transportation vehicles and material handling equipment was operational. The 757th oversaw the maintenance of locomotives, rail cars and tracks.

One of the biggest challenges was overseeing the 685th, a cargo unit. "We normally don't have cargo transport units," said Maj. David Osten, commander of the 457th. "They usually are part of a motorized transport battalion.

"We were familiar with the unit's organizational structure, their equipment, personnel assets and operational capability. We had no idea how many cargo containers the 685th could off-load from rail per shift. Working with them has been a big learning experience."

"The RSC units put in 12- to 15-hour days to keep up with the transportation movement requests," said 1st Lt. Glenn Baker, 457th assistant operations officer. "The 892nd was outstanding. They kept a mission-first attitude throughout AT."

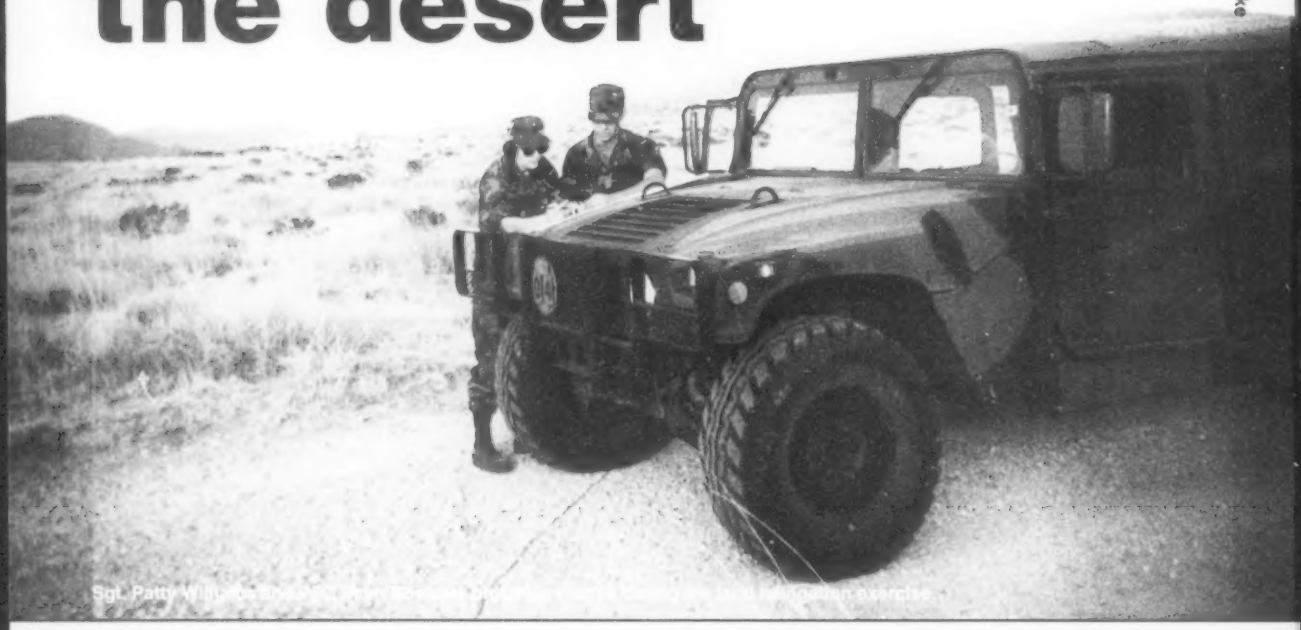
Baker said all transportation movement requests were completed within the prescribed timelines, which is one of the major challenges of any transportation battalion.

During the 457th's 17 days with Roving Sands, they supervised 105 transportation moves totaling 11,914 miles. They oversaw the unloading of 602 vehicles and cargo pieces from 286 rail cars. The 457th also supervised the off-loading of 434 vehicles and cargo pieces from commercial trucks.

"The 457th has done an outstanding job," said Maj. David Brown, an Army evaluator with the 7th Transportation Battalion, Fort Bragg, N.C. "When the 457th arrived, few systems were established above battalion level. They stepped in and quickly created their own systems."

(Wuertz is a unit public affairs representative with the 457th Trans. Bn.)

Navigating the desert



1st Lt. Lynette Velzke

Sgt. Patty White

By Sgt. Annette Wuertz

FORT BLISS, Texas — What started out as a simple idea for a unit adventure blossomed into a comprehensive desert land navigation training exercise for the 457th Transportation Battalion during their 17-day annual training here.

The result was a challenging mounted land nav course that incorporated 15 common tasks at soldier skill levels one through four. Detachment commander 1st Lt. Lynette Velske built in some skill levels that were higher than required for junior enlisted troops, who are the majority of her detachment. "My junior enlisted usually outperform their rank, so I felt they were up to it," she said.

Velske and SFC Greg Woebkenberg, detachment sergeant for the Fort Snelling, Minn.-based unit, spent a day exploring the designated desert training area to develop a route. They limited the course to 16 square miles and planted white-ribboned stakes at seven major points. "The stakes were a safety valve I built in so my troops wouldn't be running all over the desert," Velzke said.

Velzke and Woebkenberg designed a "crawl, walk, run" type of exercise.

Classroom training included radio communications, preventive maintenance checks and services, map and compass training. Enlisted soldiers helped determine packing needs for training aids, troop gear and the noon-time barbecue. That was the "crawl" phase of training.

On the first field day, soldiers put their classroom training into practice, but continued to train as a unit. The training included compass use, radio communications, "Humvee" familiarization for new drivers, convoy driving, and orienting a map to the ground through terrain association.

Soldiers were led to three different points where they identified terrain and determined the 8-digit grid coordinate and magnetic azimuth for each. This was the "walk" phase.

On the second day, the "run" phase, soldiers left McGregor Army base in three-person teams at 20-minute intervals. Teams were given one 8-digit grid coordinate.

From each grid coordinate they shot an azimuth for a specified distance to get to the next point. From the navigational data given, they developed a movement route to the final destination.

"We paired up someone strong on the compass with someone strong on map reading," Woebkenberg said. "There were no expert teams out there. There was a lot of peer training going on."

"If you get totally lost," Velzke said just before her vehicle departed with the lead group, "use your compass to guide directly north, which will get you back to the McGregor training area."

The only major glitch in the field exercise occurred the second day when one of the new drivers realized she had only a quarter tank of fuel in her HMMWV. That forced the group to backtrack to McGregor Army base for fuel.

"Mistakes are part of training," Velzke said. "Running out of fuel in the middle of the desert is not cool, but I guarantee you she'll never run out of fuel again."

The after action review was favorable.

PFC Sean Bosquez, truck driver, said, "I didn't think I really understood land navigation until the field exercise. The part I played in my team's success proved that I learned it. The field training was a real confidence builder."

"It was great hands-on experience," PFC Charles Lewis, personnel specialist, said. "The training covered exactly what would be expected of us if we were activtated."

(Wuertz is a unit public affairs representative for the 457th Trans. Bn.)

Spc. Andrew Chappell assists 1st Lt. Terri Wollenberg as she prepares to take the plunge.

Splash

The 418th Civil Affairs Battalion, Belton, Mo., found the perfect way to cool off during the heat of summer during a Special Operations Forces validation requirement and the combat water survival test.

During the unit training assembly dedicated to the event, the unit conducted the full uniform swim test, the 3-meter drop off a diving board, treading water and drown proofing.

The 418th reported for Sunday's June drill to the swimming pool at Richards-Gebaur Air Force Base in BDUs with swim suits underneath. After a visit to the pool showers, the soldiers were divided into four groups for the round robin training.

Spc. Andrew Chappell may have had the best view from his position as the blindfolder of soldiers just before they stepped off the diving board.

"It was quite a sight to see everybody splashing around in the pool in their BDUs," Chappell said.

Engineers crush rock, make asphalt, build roads

By 1st Lt. Kathryn Poynton

FORT DRUM, N.Y. — Crushing tons of rock, making asphalt and paving roads is a typical day's work for one Army Reserve unit.

The 770th Engineer Company from Penn Yan, N.Y., produced 900 tons of asphalt, crushed 15,000 tons of stone and paved two large parking lots in just two weeks of annual training. The unit also participated in the largest mobilization exercise held here recently.

The 770th provides construction support on major projects such as roads and airfields. The quarry platoon crushes the stone that is trucked to the asphalt platoon, which converts the stone into asphalt. The equipment and maintenance platoons operate and maintain equipment at the quarry and help the quarry and asphalt platoons meet their missions.

For the past three years the 770th has been developing a second quarry here and setting up a permanent asphalt site.

"We made an arrangement to take on the post support missions when we moved our asphalt plant here," said Capt. Paul Loncle, company commander. "This benefited everyone. Using troop labor saves the post money and the soldiers get the opportunity to train on their jobs."

A first for the unit was to have the crusher pulverize rocks. Last AT, unit soldiers got the crusher operational. It takes four to five soldiers to operate the crusher, which can produce 150 tons of rock per hour.

"We can set up the rock crusher in one day and be ready to supply stone by the next morning," said Sgt. Steve Laursen, quarry specialist.

According to Spc. Kevin Noaker, site supervisor for the asphalt platoon, hard work and teamwork produced unit success.

Members of the 332nd Eng. Company, Kittanning, Pa., and the 854th Eng. Company, Kingston, N.Y., trained with the 770th during this AT.

(Poynton is with the 138th Public Affairs Detachment, New York Army National Guard.)

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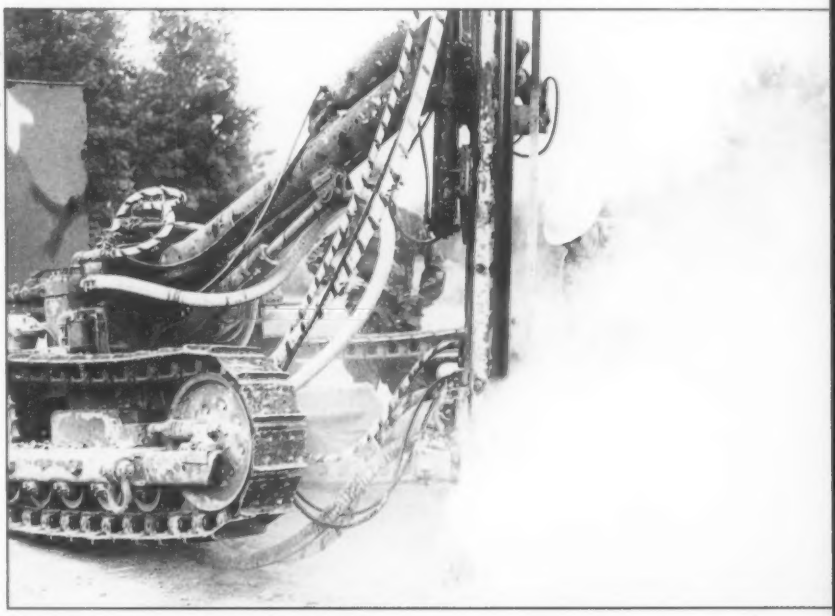

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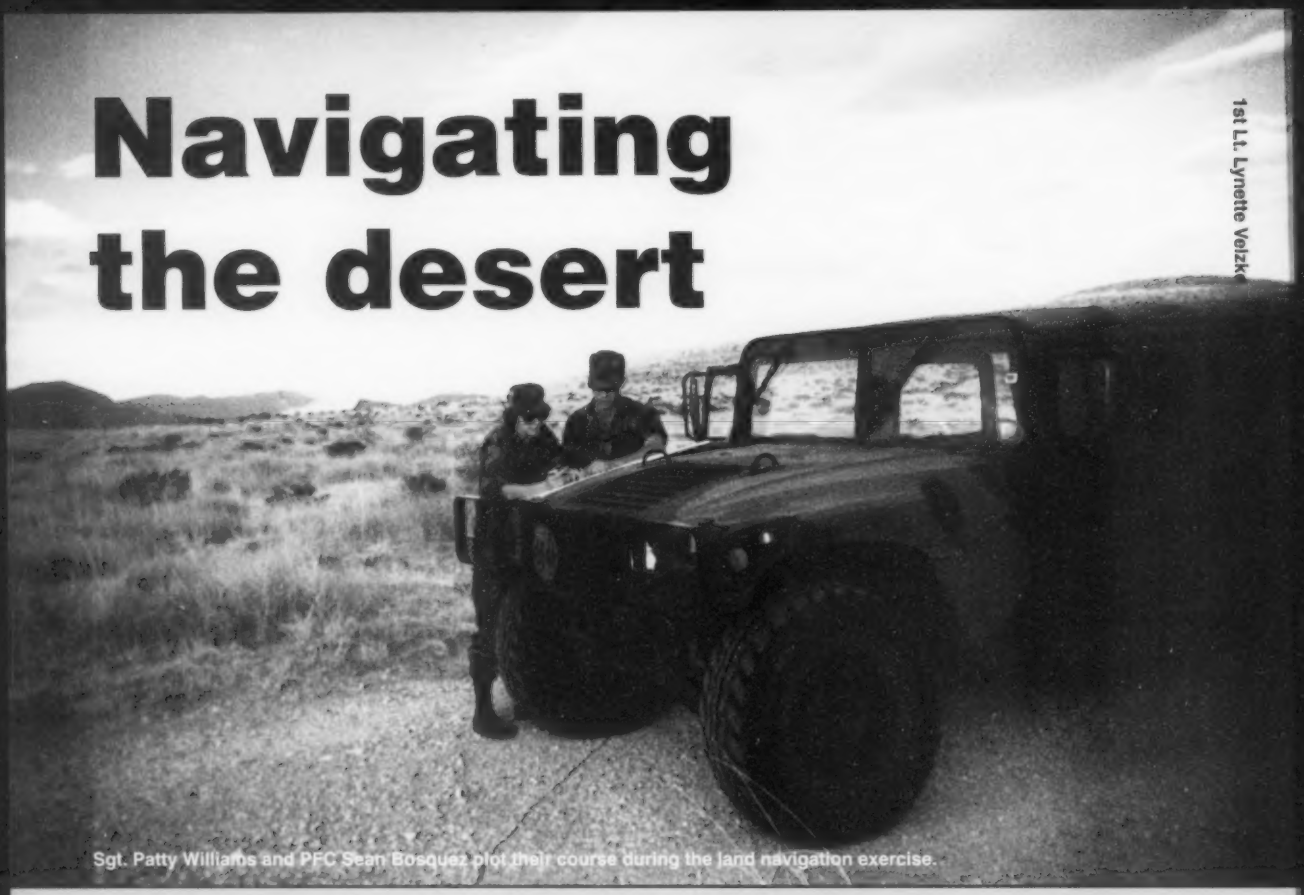
Navigating the desert



1st Lt. Lynette Velzke

Sgt. Patty Williams and PFC Sean Bosquez plot their course during the land navigation exercise.

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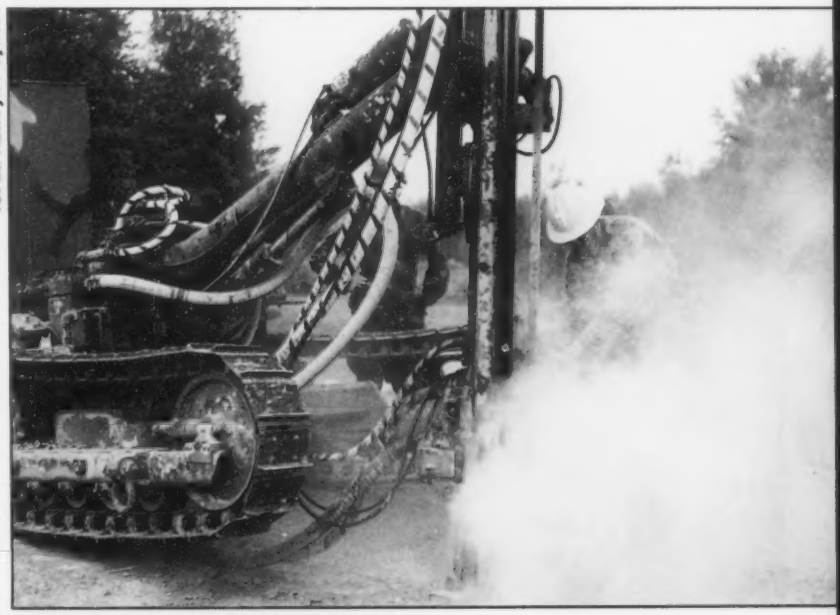


Sgt. Steve Laursen operates the rock drill.

EASTERN CASTLE

Engineers complete construction project

By Maj. K. Dirk Stickdorn

ALEXANDRIA, Egypt — The 416th Engineer Command, Darien, Ill., took part in Eastern Castle '97 here last summer for U.S. Central Command.

Soldiers were rotated on 21-day tours, including an advance party, three construction rotations and a trail party. They constructed four 30-foot by 60-foot K-span structures to house troop latrines and showers.

The advance party left Chicago July 10 enroute to Austin, Texas, the major point of departure, where they were joined by members of the 980th Engineer Battalion, Austin.

The 416th provided basic design, construction quality assurance and soldiers for the rotations. The 980th performed the actual construction.

Heavy equipment was staged at port facilities here. Once all equipment was inventoried and ready, unit soldiers marched several hours to the construction site.

No sooner had they arrived and completed their routine vehicle maintenance and inspection when the first of several unexpected problems occurred. Three semi-trailers arrived with 8,300 cases of bottled water. Unfortunately, instead of palletizing their cargo shipments, the Egyptians hand load everything. This meant the engineers couldn't use their forklifts. With every soldier working, the trucks were finally unloaded by hand seven hours later.

The base camp setup took three days to complete. The living quarters assigned to the engineers by the Egyptians consisted of an abandoned, five-floor concrete building initially intended for the Bedouins. The nomadic lifestyle of the Bedouins didn't adapt to urban living, and they had long since returned to the open desert. It took an entire day to remove debris which sandstorms had deposited in the vacant building.

On the fourth day the surveyors and heavy equipment operators began moving dirt. The ground was softer than expected, which made the task easier. Within three days the pits for the evaporation and septic tanks were complete.

Next, problems arose with water distributors and laser line levelers, extending the time needed to build the earthen pad under the four K-span facilities. First, the engineers had to find the correct couplers to match the U.S.-made plumbing fixtures with the Egyptian-made water service line.

The 416th then had to adjust operations because water was available only between 6 a.m. and 2 p.m.

The laser line levelers are sensitive instruments placed on the bulldozers and graders to let operators know when they have moved enough dirt to obtain the desired grade. This technology is relatively new for the operators and mechanics. Though not a major problem, equipment setup took longer than expected.

By July 27, the advance party had established the 200-man base camp. They established maintenance facilities, arranged and prepared the construction bill of materials, moved more than 4,000 cubic yards of dirt, and sprayed more than 100,000 gallons of water on the building construction pads.

Despite the long travel time and the drawbacks, the advance party completed their mission and set the stage for the arrival of the first construction rotation. Rotations ran from July to September.

(Stickdorn is a construction engineer with the 416th ENCOM.)

Lt. Col. Lawrence Czepiel

Engineers install tanks for an underground septic system.

Lt. Col. Lawrence Czepiel

Engineers hose down the dust while a bulldozer digs a septic system.

Boy Scout Jamboree

FORT A.P. HILL, Va. — Mountain biking, fishing, hiking, camping and canoeing. The Boy Scout Jamboree is every kid's dream. But working as a Military Police officer for three weeks with 30,000 kids can be challenging.

"I'm used to it," said 1st Lt. Karl Krug, who's a campus police officer as a civilian. Krug, platoon leader with the 303rd Military Police Company in Jackson, Mich., was one of about 140 Reserve MP officers who supported the jamboree held here last summer. MPs from the 303rd and 428th Military Police Company, South Bend, Ind., provided traffic control.

"The kids are really friendly and energetic," Krug said. "They ask so many questions, from what are the dimensions of a HMMWV to what's in Area 51."

At the jamboree, the MPs handled 15 traffic control points and provided bike and walking patrols.

Both the 303rd and 428th have similar missions — control battlefield circulation, law and order support, and Enemy Prisoner of War operations. They both fall under the 300th Military Police Command, Inskster, Mich.

Held every four years, the Boy Scout Jamboree drew some 30,000 youths and adults from all 50 states and many foreign countries.

Marty Collins

Scouts at the closing ceremony.

Lt. Col. Rick Hinze

Scouts investigate the M9152A2 Tactical Wheeled Vehicle.

USAR rolls out state-of-art truck

By Spc. David Lietz

FORT A.P. HILL, Va. — The distant future might be just around the corner for Army Reserve vehicles and equipment.

"We have a number of innovative technologies we're trying out," said Russell Faulkner, an engineer with a contracting company that has designed new features for the Army's semi-tractor, on display during the National Scout Jamboree.

About 30,000 Boy Scouts in 750 troops and 5,000 scout leaders converged on Fort A.P. Hill, Va., from July 28-Aug. 6 for the 1997 National Boy Scout Jamboree.

One new item on the truck is a never-low oil replenishment system.

"You never need to worry about changing the oil. It burns old oil and super cleans the oil that's left," Faulkner said. "You just add new oil every once in awhile."

Technology like this is needed because some Army vehicles are used sporadically, which makes it difficult to track maintenance. So the Army Reserve is looking for ways to improve vehicle maintenance.

One way is to make vehicles as maintenance free as possible. An automatic tire balancer eliminates the need to balance tires. There are also lights that never burn out. Incandescent bulbs are not used. Instead, they are operated using a Light Emitting Diodes — or LED — display.

"They last for years and years and years. They are solid-state electronics. Essentially, they should never wear out," Faulkner said.

A heads-up display, similar to one you might find in the cockpit of a fighter jet, means increased safety for Army Reserve drivers.

"The driver can see all the really important information, like driving speed and oil pressure, and he doesn't have to look down at the dashboard," Faulkner said.

Shifting vision between the dashboard and the road is a major cause of accidents, according to Faulkner. A remote-controlled heated mirror means frozen mirrors are a thing of the past.

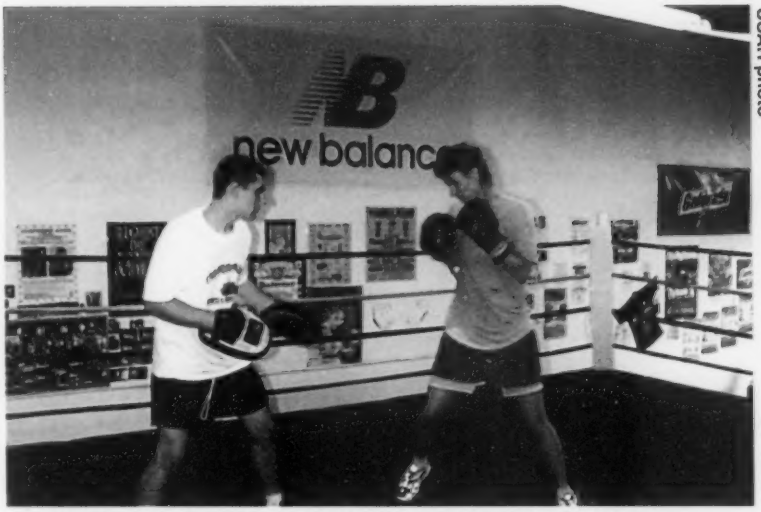
Some of these innovations might soon be part of the Army Reserve's vehicle inventory.

(Lietz was a member of the Joint Information Bureau during the event.)

People

Put up your dukes

By 1st Lt. Melissa Lott



USAR photo

U.S. Amateur Boxing member SSgt. Brenda Derby trains in the ring.

Boxing — the manliest of men's sports. Except, of course, when the boxers are women.

One such woman who is breaking new ground in this traditionally male sport is SSgt. Brenda Derby, an Active Guard Reserve maintenance NCO for the 231st Transportation Company, St. Petersburg, Fla. Last summer, Derby took home the silver medal for her weight class in the first U.S. Amateur Boxing Women's National Championship held in Augusta, Ga.

Derby began boxing three years ago when she was stationed in Baltimore.

"I always wanted to do it, and I saw it advertised," she said. "I went to a boxing gym in Baltimore. The gym set up competitions, and they trained me. My first fight was from them."

Derby became a member of U.S. Amateur Boxing when she started the sport. However, her first fight did not take place until September 1996.

"It's really hard to get a fight because there are so few women," Derby said. "But more women are getting into it."

She said a committee is currently petitioning to enter the sport of women's boxing in the Olympics by 2000 or 2004. The sport already has an international following; Canada, Egypt and Cuba are already holding competitions.

Derby competes in the 165-pound weight class. After winning her first fight in Baltimore, she won the honor of Boxer of the Night at the end of the evening. Another highlight of her boxing career occurred during a fight in Bradenton, Fla., sponsored by the Police Athletic League.

"The referee gave my opponent three standing eight counts in the third round," Derby said. The fight was stopped in the third round on a technical knockout.

She described the sport as "great exercise," with safety a top priority.

"In the amateurs, you're really protected," she said. "The referees really make sure no one gets hurt. I wear a chest protector, head gear, groin protector and a mouthpiece."

Since moving to the Tampa-St. Petersburg area, Derby usually works out four to five times a week. Her typical workout consists of running three miles, sit-ups and other concentrated abdominal work, at least three rounds of jump roping, three rounds of shadow boxing, numerous rounds on various punching bags (such as the heavy bag, double-end bag and speed bag), and weight training. A round is three minutes, with a 30-second break in between.

As an NCO in the Army Reserve, much of Derby's boxing career has been connected to the military. When she was attending BNCOC at Fort Eustis, Va., she competed at Fort Story, Va., during the post's annual boxing competition. The main event of the evening was Derby's fight, which was the first female fight in the competition's history.

"People loved it," Derby said. "I wore Army colors."

Prior to this fight, Derby was trained at Fort Eustis by Lloyd Jones, an Army boxing coach. Another Army coach, Don Carey, trained Derby at Fort Gordon, Ga., for the U.S. Amateur Boxing Championship.

Derby's future plans do not include turning professional.

"I don't want to turn pro, but I want to be on the All-Army Boxing Team," she said. Although the All-Army Team is currently limited to males only, Derby is hoping that will change.

"I want to compete against females, not males," she explained. "The Navy currently allows women to box."

Whether or not her goal materializes, Derby still enjoys the sport.

"It's a blast," she said.

(Lott is the public affairs officer, 32nd Transportation Group, Tampa.)

U.S. Army photo

CSM Larry Davis

CSM gets award

FORT McCOY, Wis. — Twenty-plus years of accomplishments and mentoring soldiers in the engineer field earned the installation command sergeant major here the engineer regiment's de Fleury medal.

CSM Larry Davis, a member of the engineer branch, recently received the award, one of the highest an Army engineer can earn.

The award was named after the French engineer Francois Louis Tesseidre de Fleury. The Continental Congress named an award for him for his boldness and courage with the U.S. Army during the Revolutionary War. The award — believed to be the first congressional medal struck — is presented only to engineers.

The award came as a complete surprise to Davis.

"Although I got the ribbon, I can name 100 people who earned the award for me," Davis said. "My role is to give soldiers guidance on how to do the job and help them get the resources. They did all the work."

During his Army career, Davis has served as an engineer at the company, battalion and group levels. He said many engineer NCOs in Army posts around the world are doing their share to support the engineers, such as mentoring, taking care of soldiers and ensuring the job gets done.

98th Div. names top soldiers

ROCHESTER, N.Y. — The 98th Division, headquartered here, recently selected its best soldiers for top honors for 1997.

MSgt Donald Beaupre, Company C, 3rd Battalion, 304th Regiment, 7th Brigade, Lewiston, Maine, was named Instructor of the Year. He has more than 20 years of military service, including five months in Southwest Asia during Operation Desert Storm as an NBC sergeant.

SFC Scott Walker, Headquarters, 1st Battalion, 391st Regiment, 7th Brigade, Schenectady, N.Y., was selected as Active Guard Reserve NCO of the Year. He is the battalion training NCO. He has more than 15 years of military service, including an assignment with the 82nd Airborne Division.

Drill Sergeant of the Year honors went to SSgt. Thomas Ross. He is assigned to Company A, 389th Regiment, 2nd Brigade, Schenectady, and is a Desert Storm veteran.

Taking the title of NCO of the Year was SSgt. Neil Smith, Company B, 1st Battalion, 304th Regiment, 1st Brigade, Manchester, N.H. He has more than eight years of military service.

Spc. Andrew Decker was named Soldier of the Year. He is an armorer with Company B, 2nd Battalion, 390th Regiment, 2nd Brigade, Webster, N.Y.

88th RSC wins Army 10-Miler

FORT SNELLING, Minn. — The 88th Regional Support Command made unit history at the 13th annual Army 10-Miler in Washington, D.C., by winning first place in the Reserve division. The six-man team from the 88th clinched the title with individual members averaging a finishing time of just over one hour.

The race attracted more than 11,000 participants on Oct. 13. Of the nearly 500 teams, 35 compted in the Reserve category.

This was the first time the 88th RSC competed in the 10-miler. Members of the team included soldiers from units throughout the RSC. Team captain was Chap. (Maj.) Paul Harwart, Headquarters, 88th RSC. Other members were 1st Lt. Michael Evarts, 428th Quartermaster Company, Warrensville, Ohio; Sgt. Andrew Hopkins, Company C, 367th Engineer Battalion, Duluth, Minn.; 1st Lt. Adam Miller, 9th Legal Services Organization, Columbus, Ohio; and Spc. Matthew Wolfe, 314th Military Intelligence Battalion, Detroit. Capt. Joel Harbaugh, Headquarters Detachment, 2nd Brigade, 84th Division, Beaver Dam, Wis., rounded out the team.

Humanitarian volunteers

The 806th Medical Company (Dental Services), Dobbins Air Force Base, Marietta, Ga., and Augusta, Ga., boasts a number of dentists who volunteer for nonmilitary humanitarian missions around the world each year.

Among them is Col. Daniel Raiford, a.k.a., Dr. Dan, who has traveled to Haiti and other Central American countries to provide oral surgery services as a civilian. Unit commander Lt. Col. Robert McGuinn has done volunteer work in the Dominican Republic and Mexico. Maj. Allen Henson and Lt. Col. Curt Dilworth have also promoted goodwill throughout Third World countries when not in uniform. These and other 806th dental officers volunteer with such organizations as the Flying Doctors of America, Inc., and Deity Charities, Inc.

Raiford and Dilworth were awarded the Outstanding Volunteer Award from the 81st Regional Support Command.

T. Latta

Col. Dan Raiford in Quiniminthe, Haiti.

Cadet commander

STEVENS POINT, Wis. — University of Wisconsin-Stevens Point ROTC Cadet Rebecca Krueger was named the Corps of Cadets Battalion Commander for the 1997-98 school year. This honor was given to her out of a field of 150 cadets, based on her performance as a military member and her academic standing in school.

A senior, Krueger is pursuing a double major in history and secondary education. She is a Simultaneous Membership Program cadet with the 998th Quartermaster Company, Junction City, Wis.

Soldiers' field of dreams

By Maj. Paul Pierett

ASCHAFFENBURG, Germany — In the movie "Field of Dreams," a midwest farmer portrayed by Kevin Costner levels a portion of his cornfield and in its place builds a regulation-size baseball diamond. As the movie progresses, the ghosts of players banned from baseball step out of the rows of corn and begin to play the game they loved so much under the lights in the midst of fresh sweet corn on a hot summer evening.

The game was theirs again. Their souls searched for a second chance to play the game, run across the grass turf and hear the ball smack the leather glove after the crack of a bat.

Sports pull at the spirit of men and women to compete and succeed. Few make it to the top and the others settle for recreational or school sports to fulfill their needs, but not necessarily their dreams. They find professional sports elusive.

However, last year three Army Reserve soldiers from the Blue Ridge Mountains in Virginia mobilized for Operation Joint Guard found themselves on their field of dreams. They stepped out of their U.S. Army uniforms and into the jerseys of the Aschaffenburg Stallions, one of numerous semi-professional football teams here.

SFC Donald Ingram of Martinsville was the first to find the field and became the defensive line coach. With him came Sgt. James Fitzgerald of Danville, who took up nose guard and fullback, and Spc. Scott Wolk of Roanoke, who was halfback and backup quarterback.

The trio's story began as Ingram was heading to work as a liaison officer with the 2174th U.S. Army Garrison, Babenhausen, and he noticed a football team practicing in the field beside the highway. He stopped his car thinking it was a high school team and maybe they could use a coach.

What he found was the Stallions, roughly equivalent to the American AAA teams. He met Kenny Yates who worked with the team. Yates liked Ingram's coaching abilities and brought him onboard as defensive line coach.

Until then, Ingram's experience playing football was at the recreational level. At age 30, he switched to coaching local junior high and community football teams. Now the opportunity of a lifetime presented itself.

"I picked up Fitzgerald when I found out he played for the New Ulm Barracudas," Ingram said. "Fitzgerald played for them when he was stationed here on active duty a few years ago."

Ingram discovered Wolk during a 2174th picnic. Wolk, a quarterback through high school, was in the middle of the courtyard at Babenhausen Kaserne throwing perfect spirals and leading his receivers with near perfect timing and placement.

"What impressed me about Wolk was that I could see the love of the game in his eyes," Ingram said. "From what I saw in his abilities and after talking to him, I knew I had to get him on the team."

Wolk joined the Navy after high school and picked up the game again when he was stationed in Bermuda. After transferring to Wales, England, he was a player-coach for his unit's football team.

Since Fitzgerald's and Wolk's arrival, the Stallion defense has climbed the charts and was called "The Big Nasty."

The name alone could be found on the lips of the two opponents who were in Fitzgerald's path as he charged up the middle and knocked each one out cold.

The intensity Fitzgerald displays on the field contrasts to his mild manners at work, according to Wolk: "It's like he goes into a phone booth, changes into the Stallions uniform and comes out a whole different person. He's very intense on the field."

"That's what I like about the game," Wolk added. "It's very physical and the Germans, who make up the majority of each team, play tough and hit hard."

As for the three, time will run out for them as the last game is played. They will leave the field, return to the United States and resume their lives in Virginia playing or coaching football in their local communities.

(The 2174th returned to Salem, Va., in September.)

(Pierett is with the 7th Army Reserve Command Public Affairs Office, Germany.)

No. 19 Spc. Scott Wolk, second from left, blocks during the Aschaffenburg Stallions vs. Saarland Hurricanes game.

Heritage (RPI 472)

Quan Loi, Vietnam, 1969 (RPI 475)

USAR celebrates 90th

We're havin' a party

WASHINGTON — A variety of events — from a cake-cutting ceremony to a gala ball — will take center stage when the U.S. Army Reserve celebrates its 90th anniversary here April 18-23.

(See box at right for a list of events as of press time.)

As part of the commemoration, an artist will be commissioned to create a historical painting of USAR participation in Operation Joint Guard. It will be part of a series of lithos that was established to help document and preserve our heritage and to enhance the esprit de corps of all Army Reservists.

The attractive lithographs can be framed and are available through the Retention Publicity Item system.

The current lithographs are:

- Heritage (RPI 472)
- Suippes, France, World War I (RPI 467)
- Civilian Conservation Corps, Pa., 1935 (RPI 470)
- Rome, 1944 (RPI 473)
- Kajon-ni, Korea, 1952 (RPI 469)
- Quan Loi, Vietnam, 1969 (RPI 475)
- Saudi Arabia, 1991 (RPI 471)

Special promotional items have also been created to mark the occasion, such as a baseball cap, magnetic address directory and folder, each featuring the distinctive 90th anniversary logo.

The Brig. Gen. Theodore Roosevelt Award will be presented to Senator Strom Thurmond during the cake-cutting ceremony in recognition of his many years of support to the Army Reserve.

Regional Support Commands will commemorate the anniversary with unique events in their local areas.

Schedule of Events

April 18

President's Radio Address and Republican Response

April 20

Historical Exhibit Opens at the Pentagon
Postal Cancellation Stations Open (Washington, D.C.; Atlanta; St. Louis)

April 21

Wreath-Laying Ceremony at Arlington National Cemetery

April 23 (90th Anniversary)

Cake-Cutting Ceremony on U.S. Capitol Steps
Presentation of Brig. Gen. Theodore Roosevelt Award
90th Anniversary Ball

Generations unite to honor military women

By SSgt. Alicia Borlik

ARLINGTON, Va. — Generations of women veterans, their families and friends gathered here at several events spanning four days to honor the past, present and future of military women.

As symbolic as the Women in Military Service for America Memorial, the stories the women brought to the Oct. 18 dedication were of bravery, breaking barriers and paving the way for future women to serve their country.

One of those barrier breakers was Frieda Hardin, who entered the Navy in 1918 and served almost two years during World War I. At 101, she vowed to participate in the dedication ceremony, and did. Her message to present and future military women was "go for it."

"In my 101 years of living, I have observed many wonderful achievements, but none as important or as beautiful as the progress of women taking their rightful place in society," Hardin said.

Hardin recalled when she joined the Navy, women hadn't earned the right to vote. "Now women occupy important offices and are in leadership positions, not only in the military, but also in business, education, government ... ," she said.

Following Hardin's moving speech, Vice President Al Gore attested to the giant leaps military women have made in just the last decade. "We have seen the first women serve at three-star rank, the first woman service secretary, the first women fighter pilots in operational units, the first woman to command a flying wing, the first woman to pilot a space shuttle, the first woman to guard the Tomb of the Unknown Soldier," he said. "Today, women are a vital element of every aspect of our mission ... ."

A black-tie gala on Oct. 16 kicked off the dedication events. Each service held luncheons the next day, with an evening all-services reunion reception. The formal dedication the next day was followed by a candlelight march and service of remembrance. A morning ceremony at the Arlington Cemetery Amphitheater wrapped up events on Oct. 19. The next day the memorial opened to the public.

The WIMSA Memorial is at the gateway to Arlington Cemetery and includes an upper terrace, reflecting pool and education center featuring a theater, Hall of Honor, exhibit hall and gift shop. At the heart of the memorial is the computer register which tells the stories of the women who served.

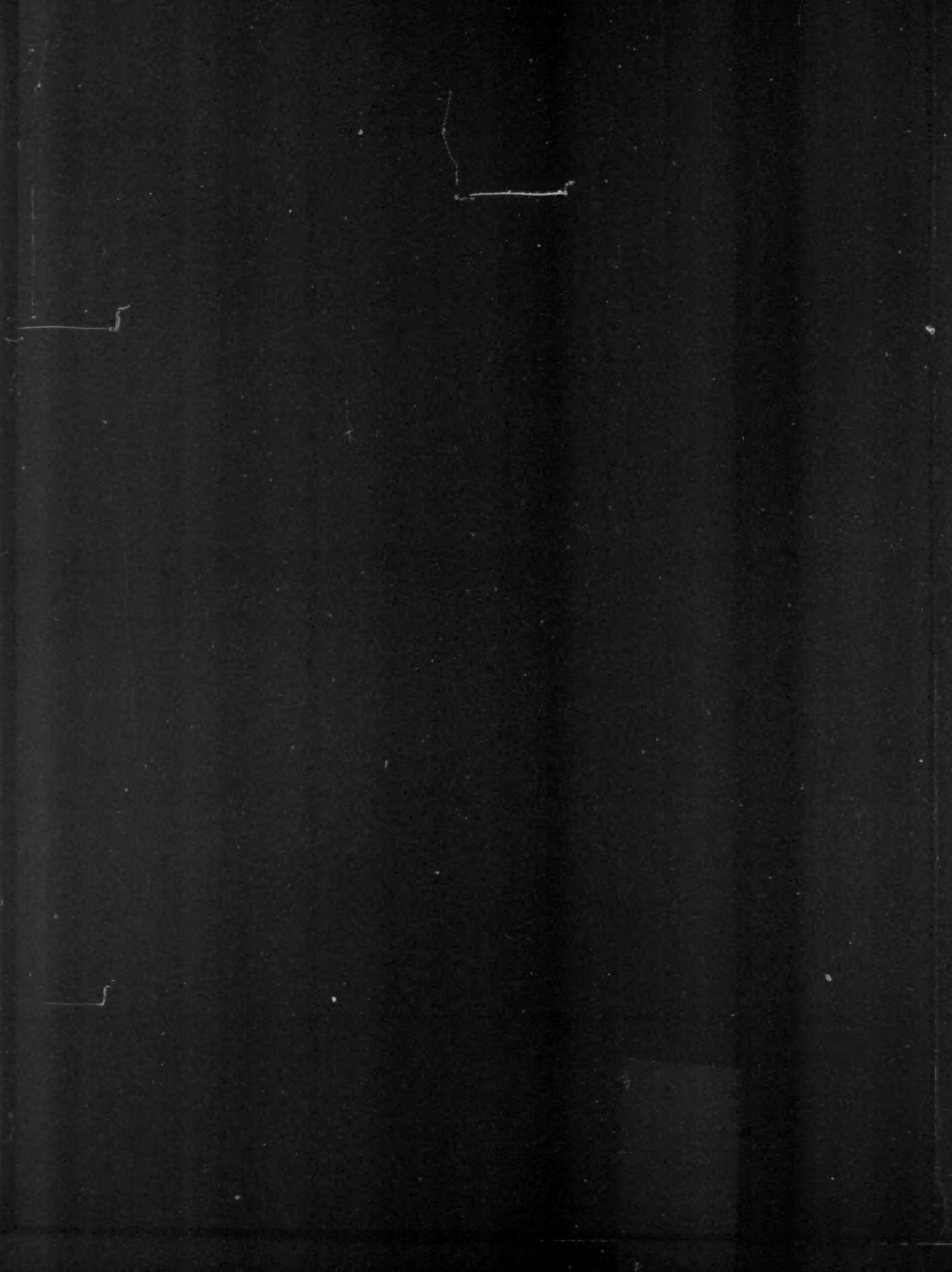
Retired Air Force Brig. Gen. Wilma Vaught, president of the WIMSA Memorial Foundation, said, "Nothing can obscure the spirit of the women who are coming here. We're going to tell that story ... for the first time."

More than 250,000 women have registered or been registered by family or friends. The memorial is still trying to reach the almost 2 million women who served in the armed forces so they can be included in the register. Call (800) 4-SALUTE to register.

(Borlik writes for American Forces Press Service.)

Rudi Williams

(From left) Navy Senior Chief Petty Officer Theresa Marie Hanson; World War I Navy Yeoman First Class Anne Pedersen Freeman; Brig. Gen. Wilma Vaught, president of the Women's Memorial Foundation; and Marine Corps Staff Sergeant Kelly Comstock place a wreath at the Tomb of the Unknowns during the dedication ceremony.



BUILDING STRENGTH

Unit uses innovative ways to recruit

(Editor's Note: Many units have been faced with drooping strength numbers because of reorganizations and inactivations. Here's the first part of the story of how one unit came up with a creative solution to the problem.)

By Lt. Col. Richard Hourigan Jr.

The 1st Battalion, 383rd Regiment (the 3rd Battalion, 340th Regiment, until June 17, 1997), was a veteran of nine Lanes missions in 1995 and 1996 while assigned to the 85th Division. Having rapidly grown from 15 soldiers in July 1994 to 90 by March of the next year, recruiting stopped in May 1995. That was the month the 85th announced that the 1-383rd would be inactivated and move its slots to Ohio.

For 17 months the unit was unable to recruit and fought a battle against attrition while our fate was decided at the U.S. Army Reserve Command.

On Oct. 1, 1996, we were assigned to the 75th Division. By now our strength was down to 51, and six of those were pending losses.

We were finally able to recruit again. Typical methods of recruiting soldiers weren't working for us. The few soldiers we still had were no longer in touch with the units they had come from two to three years ago. Thus, referrals were practically nonexistent.

Recruiters in Iowa were ineffective since everyone knew we were scheduled to inactivate. Since both the 1-383rd and 1-340th were to have the same unit identification code, we wouldn't be able to recruit into the "new" unit until June 17, 1997. Thus, we had to develop proactive and innovative methods to reach soldiers with our story. No doubt we had the worst strength problem in the 75th. We had to have the best plan to recovery in the Division if we were to survive.

THE PLAN

AR-PERSCOM Lists

Rationale. We need to recruit soldiers with experience. The Army Reserve Personnel Command has a pool of those soldiers.

In October 1996 I convinced the Officer Branch at AR-PERSCOM to e-mail me a list of all officers in Nebraska, Iowa and Illinois. The list totaled 757 officers in the rank of first lieutenant through major. I broke the list into branch material and branch immaterial. The first of three targeted letters was prepared and mailed to each person on the list.

In December 1996, the AR-PERSCOM Enlisted Branch e-mailed me 483 names of military occupational specialty qualified NCOs in the rank of sergeant through sergeant first class. Again, the first of three targeted letters went out.

The letters to these soldiers stressed benefits. After all, this is sales, and in sales we sell benefits.

Negatives. About 10 percent of the names have an undeliverable address. Another 30-40 percent are actually the parents' address. Many of these soldiers no longer live in the state. Most of the soldiers you recruit can't provide leads.

The addresses that are good were split up among members of my command for phone follow-up. About 40 percent of the names have phone numbers. Some are good and some are bad. Many calls have to be made to directory assistance to find listed numbers. We attracted 20 soldiers from these lists as of September.

Veterans Organizations

Rationale. In rural Iowa, soldiers go to the American Legion or the VFW after drill. The VFW Fish Fry is the place to be on Friday nights in small town America. Government veterans organizations help soldiers with benefits. In all of these places we find a high percentage of soldiers.

Our research showed that 60 percent of those coming off active duty were from the Navy, Air Force or Marine Corps. They, too, have truck drivers, supply sergeants, etc. Also, since there is only one Marine Reserve, two Naval Reserve and three Air National Guard units in Iowa, they have few places to join.

For this mailing we started with a ZIP code map of Iowa. Using Rand McNally ZIP Code Finder and a CD-ROM American Yellow Pages, we constructed a mailing list. We created another targeted letter stressing the benefits and a recruiting brochure that could be posted in veterans organizations. We asked that it be placed in a prominent place.

We sent the letter and brochure to 251 veterans organizations in Iowa, including more than 150 American Legion Posts and 50 VFW halls, and various city, county, state and federal veterans benefits offices. We did the same for 130 organizations in Nebraska.

This mailing was very successful. We received so many calls that I couldn't call into the unit because the phone was busy all day. In one day we turned 17 leads over to recruiters. These leads were from the other branches of service and from soldiers who were no longer carried on the AR-PERSCOM roles. This list brought in 30 gains or pending gains.

The state headquarters of the VFW reprinted part of our brochure in the March 1997 issue of their publication. The state headquarters of the AMVETs reprinted our entire brochure in the April 1997 newsletter. These efforts have been so successful that I received a phone call at home from the Iowa National Guard Recruiting and Retention Office accusing me of "targeting" the Iowa National Guard and asking me to stop. From a professional standpoint, they wanted to know what we were doing that was hurting them so badly.

Negatives. You get phone calls at home from your friends in the Guard.

(Editor's Note: See the next issue for more creative recruiting techniques.)

(Hourigan is the battalion commander.)

Mailcall

Q Should there be one APFT standard, eliminating current gender and age differences, and why.

There should be one standard, regardless of age or gender.

I was always taught there was only one standard ... the Army standard. But then I found out the Army has many standards for the same things.

If we all have to perform the same job, we should be held to the same standard. Not to seem sexist, but if women want the same treatment as men in the military, then they should have to perform the same, to include the APFT.

There should be a mean score to start with to get everyone on the same level, then over three to five years increase it to about 75-80 percent of what it is now for 18-year-old males. I am 37 now and not in great shape, but I have always maintained a score high enough to pass at the 18-year-old level.

Capt. Steven Hand
New Baden, Ill.

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No, different standards are necessary.

Currently, I am a second-year medical student (IRR) and an active-duty veteran of more than 13 years. I will rejoin the active-duty ranks upon completion of medical school in May 2000. Much to my dismay, I have seen a deterioration in my physical abilities at age 37. It would be extremely difficult if not impossible for me to pass an APFT for the youngest age standard.

As a student of the human body, I can say without hesitation that there are marked differences in the body makeup between the sexes. This is not a sexist remark, it is one of observation (e.g., the female pelvis is much broader than males to allow the head of a baby to pass through the birth canal. This wider pelvis makes running much more "herkey-jerky" for females due to the larger lateral shifts on their center of gravity as they run. It is well established that men have a more developed upper torso making push-ups much easier to perform). Again, I must defend myself in the era of "political correctness" and say these are not sexist remarks but ones made from scientific study of the human body. If we can accept that there are limitations placed on us by either sex or age, then it is ridiculous not to allow for these differences on the APFT.

Speaking as a male, I drew exception to the large disparity of scores between the sexes. If, however, the standards for the females were based on sound scientific studies, performed on age-appropriate females, I would then drop my exception to the large differences. The same conclusion could be drawn for the standards for older soldiers. If my concerns over the methods by which the standards were arrived at were shown to be uncalled for, then I would be a complete supporter of both age and gender differences in the APFT.

2nd Lt. Kevin Diel
Springfield, Ill.

• •

The current APFT discriminates by age and gender when taken at face value.

I also feel that the current APFT is inappropriate in the Guard and Reserve. A test more relevant to the military would be better. A 5- or 10-mile road march with full combat load would test strength, stamina and endurance better than the current events. This type of APFT would also be free of any bias based on age or gender.

As we get older, our bodies change and many of us have sedentary jobs. Joints that served us flawlessly at 18 are getting stiffer. I firmly believe in the Total Army concept. However, some military training, including the APFT, treats the part-time service member unfairly.

A typical day for some Reservists is to wake at 5 a.m. or earlier to catch the 6 a.m. bus to work. During the work day there are no fitness facilities, aerobics, organized athletics, shower facilities, etc. provided by their employer. A 5 p.m. the Reservist departs the office to catch the 5:15 or 5:30 bus home, arriving at about 7 p.m. Dinner and family time are important. This lifestyle limits the time to prepare for the current APFT. However, road marches can be conducted without elaborate facilities and at no cost with simple power walks at lunch.

I'm not saying that a ready and fit Reserve force is not essential to national defense, but our current APFT proves very little. Yes, it discriminates against soldiers based on age and gender. But it is also unfair to test soldiers without providing them equal opportunity to prepare.

I have read articles that suggest that APFT scores are fudged in Guard and Reserve units. Graders realize the reality of inadequate training time in the civilian world and the "new attitude" toward Reservists when time off is requested to support military education and duty requirements.

There is no question that the military skills of the Guard and Reserve soldiers are equal to their active-Army counterparts. We have adapted military schools to fit into the USAR program to train leaders (PLDC, BNCOC, CAS3, CGSC) or produce MOS qualification as demands on soldiers increased. But we did not adapt physical fitness standards or testing.

The biggest enemy of the Guard and Reserve is time. The APFT requires several hours to administer properly. Road marches could be incorporated into training events (road marches to ranges, bivouacs, FTXs, etc.).

Years ago we had a 4-mile walk as the APFT. This was a waste and proved little. We need change because the current APFT is becoming a deterrent for good, knowledgeable soldiers to stay in the Guard and Reserve.

Maj. Steven Griego
Forked River, N.J.

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No, I do not feel the Army should go to one APFT standard.

I have been in the Army since 1980, and have been through a few APFT changes. Females cannot do the same amount of push-ups that a male can do and it is a proven fact that males are more adapted to running faster than females.

Another point to make is in reference to what Gen. Reimer, chief of staff of the Army, said recently, that he cannot do the same PT test as another male soldier in his 20s. I do not know how these Congressmen and Congresswomen can say that we need one standard. I would like to see them out here trying to pass the APFT.

The new APFT standard that was just passed (to be implemented Oct. 1, 1998) seems fair to me. A soldier (male or female) needs to work his/her total fitness 365 days per year. I am a runner, and I have to work extremely hard at all three events throughout the entire year.

To make one standard for both genders would put a lot of pressure on all

soldiers to pass in order to stay in. We have enough pressure as it is with all these deployments without having the added pressure of passing a difficult APFT. I am an Active Guard Reserve soldier and a unit trainer. If we have a more difficult APFT, we will have hardly any soldiers left in the USAR. Failing two consecutive record APFTs can end your career. Our careers are on the line.

SFC D. Hairston
Indianapolis

Having joined the military in 1971 and the Reserve in 1976, I have seen other branches and appreciated their readiness. Alas, the Army seems to lag behind in physical readiness. While not the most pleasant activity for some soldiers, its importance is paramount to all aspects of what soldiers are about. Healthy bodies are a bridge to morale, training and winning.

There can't be one standard because the strongest and the fastest male is superior to the strongest and fastest female. However, the standard should be high and achievable and in proportion to the gender of the soldier. Then follow that by having the soldier use remedial training as a tool versus punishment, and you have a win-win situation.

It starts at the top. Our two-star and one-star are always at PT on our Saturday drill along with their staff. It's a great example.

SFC Thomas Cirillo
63rd RSC, Los Alamitos, Calif.

No. The current APFT standards serve their original purpose — determining what is a healthy male and female soldier, taking all factors into consideration. They are currently reasonable. A 50-year-old man is not expected to run as fast as a 20-year-old one, although some can. There are, of course, always exceptions.

Also, the question whether these standards should be the same for both males and females needs to be addressed and settled once and for all. While at first glance it may seem reasonable that both genders have the same standards, it is not.

It is important to keep in mind the true purpose of these standards, not to make it easier for female soldiers to pass the APFT, but instead, to acknowledge the anatomical differences between males and females and to create a scale of standards that allow for these natural differences. What determines a healthy male is not the same as what determines a healthy female.

Despite what many are quick to claim, equal opportunity does not equate to equal standards. Equal opportunity is having fair, reasonable standards for both males and females, taking into consideration all factors: those differences in performance due to physical anatomy and aging.

If these standards are changed and one APFT standard is created, the number of intelligent, qualified female soldiers in the military will probably significantly decrease, and the number of men who are in good physical shape will probably decrease, too, due to a slacking of standards ... These losses will surely not be acceptable as a result of the vanity of those who do not wish to put up with different standards.

PFC Kimberly Ann Bagley
Tallahassee, Fla.

Tell us what you think

Q: Why is the reenlistment rate so low in the Army Reserve?

Mail letters to: Editor, Army Reserve Magazine,1815 N. Ft. Myer Dr., Suite 204,Arlington, VA 22209-1805

Fax: (703) 696-0962

E-mail: usarmag@pentagon-ocar1.army.mil

Include your full name, rank, hometown and daytime phone number. Letters may be edited.

There should be one standard for combat soldiers (males) with minor adjustments for age differences, and two standards for non-combat troops: a male standard and a female standard, both with age adjustments. This will safeguard an important place for females in today's Army. One standard across the board would clearly be unfair to females resulting in an unnecessary loss of essential personnel and an initial devastating blow to morale at large.

The APFT is supposed to be the standard by which we measure our ability to effectively perform in actual combat. In addition, our military's standards must be superior, or at least competitive, with any other militaries in the world. Since combat conditions are often unpredictable and always very physically demanding, the standards of America's *fighters* must be uniform and they must be high. Any soldier who does not exceed the standards of combat fitness should be considered a handicap to national security.

Few should consider this extreme, because it all really boils down to the fight. When all is said and done and you're the "lone survivor," and all ammo is spent, the objective still must be taken, and you must now face your enemy, man to man on the field of battle. Fairness and standards are cast to the wind. The soldier who is bigger, smarter, faster and tougher, the man with the intestinal fortitude to fight with all his might, will be the one to complete the mission, perhaps the very mission that will win the war. No Hollywood director or political activist will be there with you to fight the 6-foot guerrilla challenging you with his bayonet fixed.

This is how our national security hinges on our military's standards, and this exactly illustrates how important it is that we not emasculate combat or our combat training. Freedom could be lost over such social experimentation.

The best military is one where the fighting is reserved for males and support is reserved for males and females, and the training standards are designed with respect to both.

Spc. Benjamin Ward
Williamston, N.C.

We seem to have lost sight of the purpose of a standard Army physical fitness test. According to AR 350-41, paragraph 9-3, the test is "... to enhance the combat readiness by developing and sustaining a high level of physical fitness ..."

The trend in the Army has been to increase the standards and use a bell curve model for performance instead of basing performance on mission requirements without anticipated performance results. There is nothing wrong with a high percentage of the Army reaching a maximum score on the APFT.

When I joined the Army, 68 push-ups and 69 sit-ups were the maximum for my age group and I was able to meet all mission objectives for physical readiness. Why then has my maximum jumped to 73 push-ups and 78 sit-ups 17 years later? The mission and personal capabilities for combat readiness have not changed, so why did we increase the maximum standards?

I suggest that we encourage all soldiers to perform at a maximum level that ensures combat readiness and get away from the idea that only a small percentage of the Army should be able to reach the maximum score. Let's make the APFT a positive motivating experience by making the maximum score a standard based on the Army mission instead of anticipated performance results that follow a mathematical model.

MAJ Randal Schwallie
332nd Medical Brigade, Nashville, Tenn.

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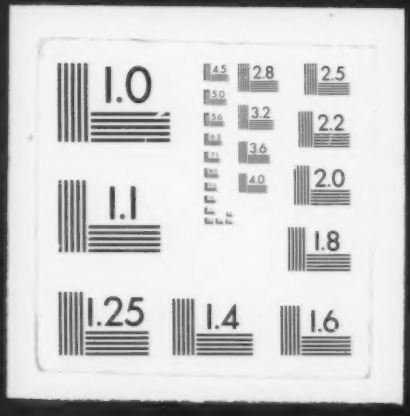
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